



# EQUALITY, DIVERSITY & INCLUSION POLICY

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Policy & Procedure Document

**DOCUMENT REF**  
YA-POL-03

**VERSION**  
v1.0 (2026)

**ISSUED**  
17 Apr 2026

**NEXT REVIEW**  
17 Apr 2027

*Yates Academy believes the performing arts are richer, stronger and more truthful when everyone can take part. We are committed to fairness, respect and representation at every stage – from the first enquiry to graduation and beyond.*

## **1. Policy Statement**

Yates Academy will:

- Provide a welcoming, accessible and respectful training environment.
- Prevent discrimination, harassment and victimisation of any kind.
- Promote equal opportunities in admissions, teaching and employment.
- Represent diverse voices, bodies and stories in our work.
- Embed inclusive practice in every class, audition and performance.

## **2. Legal Framework**

This policy is consistent with:

- Equality Act 2010
- Human Rights Act 1998
- Public Sector Equality Duty (where applicable)
- Further and Higher Education Act 1992
- UK GDPR and Data Protection Act 2018

The Equality Act 2010 protects people from discrimination on the basis of nine protected characteristics: age; disability; gender reassignment; marriage and civil partnership; pregnancy and maternity; race; religion or belief; sex; and sexual orientation.

## **3. What We Do Not Tolerate**

- Direct or indirect discrimination.
- Harassment – unwanted conduct that violates dignity or creates a hostile environment.
- Victimisation – treating someone less favourably because they raised a concern or supported someone else's concern.
- Microaggressions, casual stereotyping and 'banter' that targets a protected characteristic.
- Segregation or exclusion of particular groups from opportunities.

## **4. Responsibilities**

### **Leadership**

The Principal is responsible for ensuring this policy is implemented, reviewed and evaluated.

### **Staff and guest teachers**

- Model inclusive practice and challenge discriminatory behaviour.
- Use learners' correct pronouns and chosen names.
- Programme diverse repertoire and choreographic voices.
- Complete EDI training at induction and annually.

### **Learners**

- Treat peers, staff and visitors with respect.
- Challenge discriminatory language or behaviour where it is safe to do so.
- Raise concerns promptly and confidentially.

### **Partners and contractors**

Partners delivering work experience, auditions or referral placements are required to uphold Yates Academy's EDI standards.

## **5. Inclusive Practice**

### **Curriculum and repertoire**

Teaching content reflects a wide range of styles, traditions, choreographers and artists – including Black, Asian, global-majority, LGBTQ+, disabled and working-class voices.

### **Body, gender and identity**

We do not gender dance styles, costumes or casting where it is not artistically necessary. Learners may express their identity through their work. Costume, make-up and uniform are agreed with learners individually where needed.

### **Accessibility and reasonable adjustments**

We make reasonable adjustments for disabled learners, neurodivergent learners and learners with chronic conditions. Requests can be made at any point. Adjustments may include alternative assessments, adapted studio layouts, sensory considerations, additional rest, or support-worker access.

### **Financial access**

Yates Academy seeks to remove financial barriers to training through transparent fees, payment plans, scholarships where available, and advice on funding routes.

## **6. Admissions and Auditions**

- Audition panels include at least two assessors and are briefed on unconscious bias.
- Assessment criteria are shared with applicants in advance.
- Accessibility requirements are offered at every stage.
- Applicants receive constructive feedback on request.

## 7. Reporting Discrimination or Harassment

If you experience or witness discrimination or harassment:

- Speak with any Yates Academy staff member, or email the Principal directly at [info@yatesacademy.co.uk](mailto:info@yatesacademy.co.uk).
- You may make a report anonymously; we will take every report seriously.
- You can use the Complaints Procedure for formal escalation.
- External routes include the Equality Advisory and Support Service (0808 800 0082) and ACAS for employment matters.


## 8. Monitoring and Evaluation

Yates Academy will:

- Collect anonymous demographic data at enrolment and review it annually.
- Audit auditions, admissions and progression outcomes for disparities.
- Publish an annual EDI statement with actions taken and next steps.
- Seek learner and staff feedback through surveys and listening sessions.

## 9. Review

This policy is reviewed annually by the Principal and in consultation with learners, staff and, where appropriate, external EDI advisors.

Approved by:	Taylor Yates
Position:	Director & Principal, Yates Academy
Signature:	 -----
Date:	17 April 2026

For any questions regarding this policy, please contact us at [info@yatesacademy.co.uk](mailto:info@yatesacademy.co.uk). Yates Academy Ltd is a private limited company registered in England & Wales (company no. 15733776), registered office 2a Central Avenue, Welling, London, DA16 3AY.