



Margaret Morris Movement International Limited

DIVERSITY & EQUAL OPPORTUNITIES POLICY

1.0 Introduction

Since Margaret Morris Movement International Limited (MMMI) was incorporated in 1939 it has endeavoured to ensure that all its services and programmes and projects have been accessible to all. MMMI recognises that certain groups of people (particularly men, ethnic minorities and people with disabilities) are under-represented in its area of movement and dance. These principles and practices are now being set in a policy framework so that everyone is clear of their individual and collective responsibilities.

This policy will provide a platform which publicly proclaims, as enshrined in the Objects Clause of MMMI's Articles of Association, that people with disabilities have equal access to the services and programmes and facilities that MMMI provides.

Margaret Morris Movement International Limited is committed to the principles and practices of equal opportunities both as an employer and in the delivery of services. Employment opportunities, programmes, products and services are available to all sections of the community and Margaret Morris Movement International Limited will not discriminate on the grounds of gender, marital status, race, colour, disability, sexual orientation, age, occupation, religion or political opinion.

2.0 Mission Statement

Margaret Morris Movement International Limited is dedicated to guiding the development, implementation and teaching of the Margaret Morris method of movement and dance in the UK and internationally.

We will work with our colleagues and partners to achieve this by promoting:

- Professional and ethical values and inclusive and equitable practice
- Agreed national standards of competence as a benchmark at all levels
- A regulated and licensed structure
- A culture of innovation and continuous professional development

3.0 Legal Requirements

3.1 Providing movement and dance opportunities for everyone in society regardless of their ability, race and gender is not just a moral responsibility, but may also be a legal requirement. MMMI will attempt to protect the rights of individuals in areas of education, service provision and employment and recognises its legal obligation not to discriminate against any person under the following Acts:

- Disability Discrimination Act 1995
- Race Relations Act 1976
- Race Relations (Amendment) Act 2000
- Sex Discrimination Acts 1975
- Race Relations (Northern Ireland) Order 1997
- Scotland Act 1998
- Northern Ireland Act 1998
- Equal Pay Act 1970



4.0 Terminology

- 4.1 **Discrimination** - the action that people take on the basis of their prejudices. Discrimination occurs when a prejudiced person has the power to put their prejudices into action, which results in unfair or unjust treatment.
- 4.2 **Direct Discrimination** – occurs when someone is treated less favourably than another person in the same or similar circumstances.
- 4.3 **Indirect Discrimination** – occurs when there is a rule or condition that applies to everybody, but people from a certain group are not able to meet it and there is no justifiable reason for having that rule.
- 4.4 **Harassment** – the inappropriate actions, behaviour, comments or physical contact that is objectionable or causes offence to the recipient. It may be of a sexual or racial nature or it may be directed towards people because of their age, their sexuality, a disability or some other characteristic.
- 4.5 **Victimisation** – occurs if someone is treated less favourably because he/she has complained about discrimination or supports someone else who has.

5.0 Employment Services

5.1 Equal Opportunities Statement of Intent

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- 5.2 MMMI's comprehensive induction programme will provide information and instruction on MMMI's Diversity Policy and Action Plan.
- 5.3 MMMI's Disciplinary and Grievance Procedures deal specifically with direct and indirect discrimination, harassment and victimisation.
- 5.4 MMMI is committed to a policy of equal treatment of all staff in relation to career progression and decisions on promotion and advancement within the company will be based solely on an individual's ability.
- 5.5 MMMI is committed to ensuring all its staff are aware of diversity issues and have received adequate diversity training. All staff, including technical, management and administrative staff will continue to receive appropriate training in diversity issues.
- 5.6 All MMMI teachers will be required to do diversity training as part of their Initial Teacher Training or In Service Training.
- 5.7 MMMI reserves the right to discipline any member of staff who practises any form of discrimination on the grounds of a person's age, gender, race, religion colour, marital status, disability, occupation or political opinion.



5.8 Individual employees who believe they themselves have received inequitable treatment within the scope of the policy should raise the matter through MMMI's grievance procedure.

6.0 Service Delivery

6.1 MMMI is committed to ensuring that an appropriate profile of men, women, young persons, people from ethnic minorities and disabled participants is included in all its publications, services and promotional material.

6.2 MMMI will ensure that all participants including people from ethnic minorities and disabled persons have access to the best teachers and training available and development products.

6.3 MMMI will support the Sport and Recreation Alliance, Sport England, National Governing Bodies, other movement and dance organisations and local communities to develop better and more knowledgeable teachers who are able to work with disabled people and ethnic minority communities. It welcomes and provides courses accessible to all sections of the community including persons with special needs.

6.4 MMMI is committed to establishing the facts about the under representation of disabled people and people from ethnic minorities in movement and dance. As an organisation it will ensure that appropriate data is collected and analysed in order to direct positive action.

7.0 Positive Action

7.1 Through the introduction of this policy MMMI has reviewed all its current practices, policies and procedures and will take positive action to address any under representation issues.

8.0 Monitoring and Evaluation

8.1 MMMI will monitor and evaluate the effectiveness of this policy on an ongoing basis. A Board Member has been appointed with special responsibility for Diversity issues and reports are produced to inform employees and members of its impact.