



## **Equality, Diversity & Inclusion Policy**

### **1. Policy Statement**

At Nupur Arts, we are dedicated to promoting equality, embracing diversity, and creating an inclusive environment where everyone, regardless of background feels respected, valued, and supported. Rooted in the rich traditions of South Asian dance, our academy welcomes individuals from all communities to learn, express, and thrive through the arts. We believe that dance is a universal language, and it is our mission to ensure that our classes, performances, and outreach activities are open and accessible to all.

### **2. Purpose**

This policy outlines our commitment to building a culture that celebrates individual differences and South Asian cultural heritage, while ensuring that discriminatory behaviour of any kind is not tolerated. It applies across all areas of our work including recruitment, teaching, performances, community engagement, and project delivery.

### **3. Scope**

This policy applies to:

- Students (children, youth, and adults)
- Staff (management, tutors, and administrative team)
- Volunteers and freelance professionals
- Parents, carers, and visitors
- Third-party partners and contractors

Whether engaging with us in person or online, all individuals are expected to contribute to a respectful and inclusive environment.

#### **4. Our Commitments**

We commit to:

- Treating all individuals fairly, with dignity and respect
- Creating a welcoming space for people of all backgrounds, identities, and abilities
- Ensuring equal access to opportunities within our academy
- Actively promoting a culture free from discrimination, bullying, harassment, or victimisation
- Recognising and celebrating the richness of South Asian cultural identity while being inclusive of other traditions and perspectives
- Reviewing our practices regularly to ensure transparency and fairness

#### **5. Protected Characteristics**

We do not discriminate based on:

- Age
- Disability
- Gender reassignment
- Marriage and civil partnership
- Pregnancy and maternity
- Race (including colour, nationality, ethnic or national origin)
- Religion or belief
- Sex
- Sexual orientation

We are especially mindful of the intersection of identity, culture, and artistic expression in a South Asian context.

## **6. Implementation**

To ensure this policy is meaningful in practice, we will:

- Provide regular EDI training and guidance to staff, tutors, and volunteers
- Use inclusive language in our communications, classes, and public materials
- Make reasonable adjustments to support individuals with disabilities or access needs
- Encourage feedback from students, families, and staff and act promptly on concerns
- Ensure that our recruitment, outreach, and promotional materials reflect and welcome diversity within the wider community
- Foster cross-cultural understanding and dialogue through our programming and events

## **7. Responsibilities**

Leadership Team – Accountable for ensuring this policy is implemented and reviewed regularly

Staff and Volunteers– Expected to embody and uphold EDI principles in all interactions

Students and Families – Encouraged to contribute to an environment of mutual respect and inclusion

## **8. Complaints and Concerns**

We take any concerns related to discrimination, harassment, or exclusion seriously. Individuals are encouraged to report concerns to a member of the Leadership Team or the Designated Safeguarding Lead. All reports will be handled confidentially, sensitively, and in accordance with our safeguarding and complaints procedures.

## **9. Review and Monitoring**

This policy will be reviewed annually, or sooner if needed, to ensure its continued relevance and effectiveness.

Approved by:

**Name: Shreya Vadnerkar**

**Position: Associate Director**

**Date: 29/12/25**