

*Equality, Diversity & Inclusion
policy and strategy*



CONTEXT: DANCE, STRIVING FOR EQUALITY AND INCLUSION

Promoting equality

Tipperary Dance aims to work for the benefit of an equitable open, progressive, reflective and peaceful society. For TD, dance is an art form that promotes self-knowledge, social interaction, and reflection on society. The ethos developed at Tipperary Dance promotes values of non-competitive personal development, social inclusion, and equality. TD strives to:

- Contribute to the establishment and sustainability of supportive communities, and to the establishment of social and territorial equity.
 - Design and implement inclusive programmes and activities that contribute to reduce inequalities and discrimination based on gender, sexual orientation, civil or family status, religion, race, disability, origin, or belonging to a specific community.
-

Territorial distribution

By locating its activity at the heart of one of Ireland's most rural areas, Tipperary Dance brings a contribution to reduce geographic inequalities that exist with regards Arts provision in Ireland.

Social inclusion

County Tipperary is at the heart of Tipperary Dance's programmes. TD develops its activities and provides access to arts in areas that face social inequalities related to low employment and a sense of cultural isolation. The presence and continuity of the programme in this location is in itself a measure towards inclusion and equality.

Collaborating with inclusive organisations

Tipperary Dance delivers various programmes within public institutions that intrinsically guarantee equality and inclusion by law/policy, such as schools and public libraries. This enables TD to promote access to the Arts and to give opportunities to people regardless of socio-cultural or economic background.

Collaboration vs competition

By introducing dance as an artistic, collaborative, non-commercial, non-competitive practice, Tipperary Dance works against discrimination by opening its arms to people regardless of skills, age and ability. TD delivers programmes dedicated to all age groups, encouraging the public to see the arts as an inclusive activity.

A spontaneous inclination for integration

The dance sector has a spontaneous inclination for integration. It has long been a haven of freedom and expression for people from gender-based or sexual orientation minorities. Supporting the dance sector typically supports a form of practice where sexual orientation or gender-based discrimination are not tolerated, and contributes to grow society's ability to accept differences.

Opportunities without discrimination

Tipperary Dance offers numerous opportunities for professionals, addressed to 'dance artists' or 'Irish-based dance artists'. Access to such opportunities as well as selection processes are based exclusively on artistic merit and/or experience, regardless of gender, race, social background, ability, or origin.

A sector where a majority of voices are female

By developing dance, Tipperary Dance supports a sector where female protagonists, in Ireland, are a majority. While inclusively promoting the opportunity for men to embrace the artform, TD provides many women with opportunities, professional resources and a social space for expression.

Promoting access to dance regardless of gender

Most programmes delivered by Tipperary Dance encourage gender mixity, and present opportunities to discover and practice dance as a non gender-based art form. The inclusion of mixed gender dance programmes in schools has proved very successful to promote collaborative and inclusive behaviours among children, and provide an embodied educational experience of inclusivity.

Giving a voice to the people

At Tipperary Dance, dance is a practice that encourages and/or helps individuals to find and express their own voice, supporting the development of autonomy of thought, and encouraging personal and civic expression.

Statement of Equity from Tipperary Dance

The aim of this policy is to communicate the commitment of Tipperary Dance (TD) to establishing equality of opportunity for all participants within its complete spectrum of programmes and events. This will be achieved by ensuring that TD abides by the Employment Equality Acts, 1998-2015 and the Equal Status Act, 2000-2015. The objective is to create an effective framework to safeguard against circumstances of unfavourable or prejudicial treatment toward its applicants, volunteers or employees. This policy is applicable to residence applicants, staff hiring, current employees, volunteers and participants.

This policy works to provide equality of employment and volunteering to all, irrespective of the nine grounds of:

- Gender
- Marital or partnership status
- Having or not having dependents
- Religious belief or political opinion
- Race (including colour, nationality, ethnic or national origins)
- A member of the travelling community
- Disability
- Sexual Orientation
- Age

Tipperary Dance is opposed to all forms of unlawful and unfair discrimination. Consistent with Tipperary Dances' philosophy of inclusive learning and mutual trust, significant emphasis is placed on equality within its working environment. Diversity and inclusivity is central to the ethos of Tipperary Dance and is in line with the core values we have as an organisation.

We are committed to principles of **best practice** within Inclusion and Diversity and believe in moving from **inclusion** to **access**. TD values the vital role of dance as a medium for self-expression and development, allowing individuals to explore their potential and talents. For this reason, all resources must be utilized to ensure that equal opportunities are met across the platform.

The workshops, dance classes, exhibitions and resources provided by the company are to be accessible and useful to all, regardless of gender, ethnic origin, age, religious belief, marital status, sexual orientation, or any other individual characteristic which may unfairly affect a person's opportunity to participate.

Equality Commitments of Tipperary Dance

Tipperary Dance are committed to:

- Promoting an open artistic environment for all audiences and participants in which individuals are treated with respect and dignity.
- Preventing any form of direct or indirect discrimination, victimisation or harassment from being tolerated.
- Fulfilling all of our legal obligations under up to date equality legislation and associated codes of conduct.
- Complying with the guidelines set out in our Equal Opportunities Policy.
- Breaches of our Equal Opportunities Policy will be regarded as a form of misconduct and can lead to the termination of the contract of employment.
- Taking a rights based approach and affirmative action to support the individual and fostering an inclusive space of work, art and collaboration.
- Never excluding based on the nine grounds of discrimination. The selection of artists or staff will be done so based on merit: artistic and/or professional and always in consideration of TD's core values of inclusion and diversity.

Employment Policy and Volunteer Policy

- It is the policy of Tipperary Dance that the principles and practices of equality of opportunity are shaped into all aspects of employment. They will be present in recruitment, selection, training and placement.
- All employees are required to comply with the policy and are responsible for its practical application. A breach of the Equal Opportunities Policy will be taken as a misconduct under the individual's contract of employment and participation within Tipperary Dance.
- Nobody participating in a Tipperary Dance programme will be intimidated, discriminated against or treated unfavourably under the legal requirements of equality legislation. This also refers to members of staff or volunteers who may raise a concern or assist in an investigation with regards to an act of discrimination.
- It is the policy of Tipperary Dance that all principles of equality of opportunity are respected within all conditions of service by artists, staff and volunteers.

Equality Training

- All core staff and volunteers who operate under Tipperary Dance on regular/long-term contracts will be encouraged to attend training and stay abreast of relevant legal rights and responsibilities.
 - All training and information around equality of opportunity will be provided to staff and volunteers in an open and accessible way.
-

Inclusivity, Equity and Fair Access: Tipperary Dance Festival

Tipperary Dance is a non-profit organisation funded by public resources and recognises a duty and ethos of inclusivity and equity. By inclusivity, it is meant that opportunities are open to all people who fall within the target of the advertised opportunity, and that all expressions of interest will be assessed with the same criteria, regardless of the applicant's gender, age, ability, race, origin, sexual orientation, civil or family status, or membership of a minority community. By equity, it is meant three things:

Equity in advertisement:

Open calls are broadcasted publicly through media that are relevant and significant to the art form. This usually includes:

- Tipperary Dance Residency's newsletter and website.
- Dance Ireland website.
- Other websites that advertise opportunities for dance, such as dancingopportunities.com.

Equal access within the application process:

The application and assessment process are standardised: all candidates fill an application form on the same online system – therefore all applicants have equal access to the application procedure and are requested to provide the same information content and documents, within the same deadline set for the call. On some occasions, the system only accepts a limited number of expressions of interest, in which case it is stated in the description of the opportunity.

Equity in the recruitment process:

All expressions of interest that fall within the criteria of the open call are assessed on an equal basis, provided that applicants fulfil all requested conditions and supply the requested information.

Responsibilities of Tipperary Dance Director

The responsibility for ensuring the provision of equal opportunity rests primarily with the director of Tipperary Dance. Their role lies in the keen oversight of the company, ensuring that principles of best practice are followed and respected at all levels. Producers within the festival and associated programmes have a particular responsibility to engender respect for difference and to accommodate diversity where appropriate.

All staff of Tipperary Dance have an important role ensuring that equality of opportunity is being met across the organisation. TD recognises the responsibilities that individual employees have in law:

- To co-operate with any measures introduced by the company to promote equal opportunities.
 - Must not themselves, either directly or indirectly, discriminate against fellow employees.
 - To hold a zero tolerance approach to harassment or intimidation.
-

Implementation of Policy

Director Alexandre Iseli has a core responsibility for the effective implementation of this policy. We expect all employees, artists and volunteers to abide by the policy and help to create the inclusive environment which it intends to foster. In order to implement this policy, Tipperary Dance will:

- Issue it to employees, volunteers and artists working with the Festival. The emphasis will be on this policy existing as a guiding set of principles within the work of Tipperary Dance.
- Endeavour through appropriate training to ensure that it will not consciously, or unconsciously, discriminate in the selection or recruitment of any employees, artists or volunteers within any of Tipperary Dances programmes, events or associated residencies.
- Ensure that the appropriate amount of resources are made available to fulfil the objectives of this policy, while constantly reviewing procedures to be in line with best practice.
- The responsibility of monitoring the effectiveness of the policy remains the responsibility of the producer, Michelle Cahill, under the guidance of the director.
- A formal grievance procedure for staff and volunteers will be outlined within the 'Independent Contractor Agreement'.

Monitoring and Review

Tipperary Dance will establish appropriate information and monitoring systems that have the ability to assist with the effective implementation of our Equal Opportunities Policy. The positive reinforcement of the Equal Opportunities Policy will be reviewed regularly (at least annually) and action will be taken by the Tipperary Dance where necessary and appropriate.

Recruitment and Advertising

- The recruitment and selection of suitably qualified staff will be broadcasted to as wide a field as contextually relevant. The opening of positions will be advertised both internally and externally.
 - Tipperary Dance reserves the right to conduct internal recruitment competitions for paid staff. This is in line with the Independent Contractor Agreement.
 - All advertisements for open calls within the Tipperary Dance will be in line with the grounds of equal opportunity as outlined within this policy.
 - All recruitment applications forms will conform with all the provisions of the Employment Equality Acts, 1998 to 2015 and to best practice in equal opportunities.
 - The public relations and communications will be reviewed to ensure that our dialogue reaches as diverse applicants as possible.
-

Complaints Procedure

Employees, artists and volunteers will have the capacity to file a complaint if they feel, at any stage of their involvement with Tipperary Dance, that they have suffered any form of discrimination, harassment or victimisation. The individual who files the complaint is entitled to raise the matters with the producer Michelle Cahill. All complaints of discrimination will be dealt with in a serious and professional manner. Matters will be approached promptly and confidentially.

Contact Details:

Greta Bourke

production@tipperarydance.com

+353 83 836 3608

The procedure followed will aim to ensure the employee, artist or volunteer who makes the complaint will not be singled out or victimised. Any complaint of victimisation will be dealt with in a serious, professional and confidential manner. Victimisation will result in disciplinary action and has the capacity to warrant dismissal.

Complaints should be flagged with the assistant producer of Tipperary Dance Michelle Cahill as soon as the matter arises. The assistant producer, alongside the director of Tipperary Dance will liaise with the individuals involved. Tipperary Dance will respect the sensitivity of the situation, while abiding by the rights and responsibility of both the complainant and the alleged harasser. A written record will be kept of all meetings and investigations.

Stage 1: First Informal Complaint

The first step is to develop a context for the situation. Concerns must be made known to the producer. Depending on the context of the complaint, the assistant producer will endeavour to resolve the matter immediately and, where appropriate, informally. If the complaint is in relation to inappropriate behaviour that could be of potential risk to a child/young person/vulnerable adult, then contact should be made to the Designated Liaison Person, as referred to in the Child Protection policy. Detail should be as clear and as detailed as possible and relevant documentation included where appropriate.

Stage 2: Formal Complaint

A formal complaint must be put in writing and addressed to the producer. At this point an acknowledgement will be made and the assistant producer will liaise with the director. Both the festival director and producer aim to clarify and action with the appropriate response within 10 working days. It is conceivable that, depending on the matter raised, a longer timeframe may be necessary. In this situation, the complainant will be updated as soon as it is possible. If the complaint involves the producer, they may be addressed directly to the festival director.

Stage 3: My complaint has been investigated, but I am still not satisfied

At present, any complaints that require further investigation will be done so by the director of the festival Alexandre Iseli, in consultation with external professional guidance. As of 2021, Tipperary Dance is going through a period of change and development. It is envisaged in the coming years that the governance structure will change and Tipperary Dance will be informed by a board of directors. Within this instance, the investigation of complaints will be done through the board of directors.

Complaints Procedure: Confidentiality

It is the commitment of Tipperary Dance to treat all information shared within this context in a sensitive and appropriate manner. All complaints will be logged for reporting and monitoring purposes. Details of complaints will be kept in accordance with the relevant data protection requirements.

Signed:_____

Date:_____

CONTACT US

ALEXANDRE ISELI

Artistic Director

alexandre@tipperarydance.com

www.tipperarydance.com

+353 83 14 33 792