



APRIL 1, 2025

ONE DANCE UK EDI ACTION PLAN 2025-28

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At One Dance UK, we continue to strive for a diverse and inclusive dance world that carves out opportunities for all. One of our strategic focus areas is Access and Inclusion which not only looks at the more general inclusive needs of the sector but spotlights the importance of making dance fully accessible wherever possible. To this end, our Equality, Diversity, and Inclusion (EDI) Action Plan is a 3-year strategic plan for embedding inclusive practices in every facet of the work we do.

We will test the priority actions that we have outlined and will take any corrective measures where necessary. Annual updates will be given on these actions as we make progress and review the plan. Our primary focus during the first three years with our targets is centred on the representation of the Global Majority and individuals with disabilities. However, we have included data on other protected characteristics in relevant strands for transparency purposes.

STRAND 1: BUILDING DIVERSE AND INCLUSIVE CHILDREN AND YOUNG PEOPLE PROGRAMMES

This strand focuses on the programmes we provide that help to create career pathways for young people as well as support them in their overall development in dance. These programmes include *Dance Ambassadors*, *U.Dance*, and *Young Creatives*. We aim to continue to support more opportunities for children and young people in dance in order to enhance the future development of Global Majority dance artists and culturally specific dance forms.

Actions	Lead
1. Ensure consistent use of inclusive imagery during the recruitment process for all programmes.	Head of CYP
2. Ensure all core activities within relevant programmes are free to access for participants.	Head of CYP
3. Achieve a target of at least 25% Global Majority and disabled participants across all programmes.	Head of CYP
4. Achieve a target of at least 40% Dance Ambassadors from less advantaged backgrounds in each cohort.	Head of CYP
5. Ensure (national) selection panels, and creative teams are diverse and representative of young people.	Head of CYP
6. Use strategic and broad avenues for recruitment of our programmes, including utilising our specialist networks.	Head of CYP

STRAND 2: BUILDING A BOARD AND SENIOR LEADERSHIP THAT LEADS ON EDI AND ARE REPRESENTATIVE OF THE COMMUNITY WE SERVE

We understand the importance of senior leaders' roles in modelling inclusive practices for them to permeate our organisation and work more widely. [Research](#) continues to show that inclusive leaders who facilitate psychologically safe spaces within an organisation see an increase in team performance and collaboration. From our 2024 demographic survey of our Board, 22% identify as coming from a Global Majority background and 11% identify as being part of the LGBTQ+ community. Our priority actions reflect our commitment to inclusion being led from the top down.

Actions	Lead
1. Diversify our reach during Board recruitments i.e., using alternative and diverse channels.	CE
2. Provide all new and existing Board members with our EDI policy to ensure they are kept informed of our commitments.	Chair / Vice Chair
3. New Board members to complete EDI-related training as part of the induction process.	CE
4. Achieve a target of at least 40% of Global Majority representation within the Board makeup.	Chair / Vice Chair
5. The board will support the annual monitoring of our EDI policy and action plan	Chair
6. Senior Management Team to undertake EDI-related training including Inclusive Recruitment, and Inclusive Leadership.	Head of WD

STRAND 3: RECRUIT AND RETAIN A DIVERSE WORKFORCE

To continue to reflect the community we serve, it is important we have a diverse workforce. Taken from our April 2024 internal staff survey, 18% of our staff come from a Global Majority background; 75% of staff identify as women (trans-inclusive) whilst 19% identify as men (trans-inclusive). Additionally, 12% of our staff identify as being part of the LGBTQ+ community, and 25% identify as having a disability. Our key focus areas, as reflected in our Equality, Diversity, and Inclusion (EDI) Policy, are race, gender, age, and disability. With this focus, we endeavour to recruit and retain a workforce that continues to reflect diversity within and across these protected characteristics.

Actions	Lead
1. Annual staff survey to assess staff feelings of inclusion and belonging.	Head of WD
2. Achieve at least a 70% disclosure rate of demographic data within our staff team.	Head of WD
3. Achieve at least 40% makeup of staff members who are disabled and of the Global Majority background.	Head of WD
4. Ongoing review of our publications and website to ensure they are inclusive in imagery and as accessible as possible.	Head of WD
5. Partner with disability specialists to support embedding anti-ableism & disability awareness within practices and the workforce.	Head of WD
6. Move from Level 1 - Committed to Level 2 - Confident employer under the Disability Confident Scheme.	Head of WD

Actions	Lead
7. Annual training for all staff on EDI-related matters.	Head of WD
8. Use of diverse job boards/partners during recruitment rounds.	All Senior Management
9. At least 1 member of all recruitment/interview panels to be from a Global Majority background	All Senior Management
10. All staff are to undergo Poverty Proofing training.	Head of CYP & Head of WD
11. Annual update of our Considerable Differences resource disseminated widely.	Head of WD
12. Annual update of our RIDE resource disseminated widely.	Head of CYP
13. Develop career resources, in line with <i>Discover! Creative Careers</i> programme, recognising the additional barriers faced by Global Majority, disabled, and less advantaged young people.	Head of CYP

STRAND 4: EMBED INCLUSION IN OUR PROFESSIONAL PROGRAMMES, AUDIENCE AND MEMBERSHIP DEVELOPMENT

Our members are at the heart of the work we do. To continue to develop useful resources, and offerings for our members and the broader sector, it is important for us to understand the demographic make-up of our membership body and beyond. We also endeavour for all our offerings to be as accessible as possible and to expand our healthcare support for those with access needs.

Actions	Lead
1. Collect and analyse voluntary audience data for all activities/programmes.	Head of M&BD, and Head of MarComms
2. Collect and analyse membership data.	Head of M&BD, and Head of WD
3. Reflect diversity and inclusion in all marketing and communication strategies and materials	Head of MarComms
4. Investigate barriers relating to EDI, and healthcare inequities e.g., survey data, focus groups etc.	Head of NIDMS, and Head of WD
5. Achieve a 50% target of the Healthcare Practitioners Directory being able to see dancers with access needs.	Head of NIDMS

ACRONYMS

CE	Chief Executive
Chair	Chair of the Board of Trustees
Vice Chair	Vice Chair of the Board of Trustees
Head of M&BD	Head of Business Development & Membership
Head of CYP	Head of Children & Young People's Dance
Head of MarComms	Head of Marketing & Communications
Head of NIDMS	Head of the National Institute of Dance Medicine and Science
Head of WD	Head of Workforce Development

GLOSSARY

Concept	Definition
Access	At One Dance UK, this refers to disability (inclusive of neurodiversity) needs alongside financial.
Diversity	This is an understanding that we all have multi-faceted experiences and

	characteristics. It is about embracing the differences we hold that make us unique.
Equality	In accordance with the Equality Act (2010), this refers to offering the same rights and opportunities to all, especially those with protected characteristics.
Global Majority	This includes, but is not limited to people of African, North African, South Asian, South-East Asian, East Asian, Caribbean, Latin American, Middle Eastern, Native American, Native Australian, Pacific Islanders, Roma and Traveller heritage or diaspora. It also refers to people who have experienced racism, marginalisation or being 'othered' due to the colour of their skin or ethnicity.
Inclusion	This is about creating psychologically safe spaces for individuals to be able to be themselves and feel seen and appreciated.

At One Dance UK, we also recognise the wide usage of the term Equity which looks at ensuring that the support that is provided is considerate of differences, and this could be providing reasonable adjustments that would be specific to needs and abilities.