



# Streetz Ahead

## Valuing Equality, Diversity & Inclusion (EDI) Policy

Registered charity number 1160702

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Approved by:	Alan Harry & Elizabeth Lahav
Last reviewed on:	October 2025
Next review due by:	October 2026

Streetz Ahead is committed to promoting equality, diversity, inclusion, and equity across our organisation, and eliminating unlawful discrimination.

Our aim is for our organisation to be truly representative of all sections of society and for every employee, young person, volunteer, and partner to feel respected, valued, and able to thrive.

We recognise that barriers to participation are not created by difference alone, but can arise through environments, systems, attitudes, and lack of appropriate support or accessibility measures.

We are also committed to ensuring that, in providing services and facilities, we do not unlawfully discriminate against employees, students, parents, carers, stakeholders, or the public.

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### **The policy's purpose is to:**

- Provide equality, fairness, respect, and inclusion for all in our employment and delivery, whether temporary, part-time, or full-time.
  - Not unlawfully discriminate because of the **Equality Act 2010 protected characteristics**: age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race (including colour, nationality, and ethnic or national origin), religion or belief, sex, and sexual orientation.
  - Recognise and respect the importance of **intersectionality, gender identity, neurodiversity, and other lived experiences**, in line with current best practice.
  - Promote accessible, inclusive, and meaningful participation for all children, young people, staff, volunteers, and community members, including those with disabilities, neurodivergence, SEND, mental health needs, or additional support needs.
  - Oppose and avoid all forms of unlawful discrimination, including in pay and benefits, terms and conditions, grievances and discipline, dismissal, redundancy, parental leave, flexible working, and opportunities for employment, promotion, training, or development.
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### **The organisation commits to:**

- Actively encourage equality, diversity, inclusion, and equity in the workplace and our programmes, as they are good practice, legally required, and essential to our mission.
- Create a working and learning environment free of bullying, harassment, victimisation, and unlawful discrimination, promoting dignity and respect for all, and valuing the contributions of all staff, young people, and community members.
- Make reasonable adjustments wherever possible to reduce barriers to participation and support accessibility, inclusion, dignity, and wellbeing across our activities and programmes.
- Provide training for managers, employees, and volunteers on their rights and responsibilities under this policy, including mandatory EDI and safeguarding training.
- Promote inclusive and trauma-informed approaches to engagement and participation, recognising that children and young people may communicate, regulate emotions, process sensory information, and access activities in different ways.
- Ensure all staff conduct themselves in ways that uphold equal opportunities and prevent bullying, harassment, victimisation, or unlawful discrimination.
- Take complaints seriously. Any breaches of this EDI policy will be addressed through grievance and disciplinary procedures; serious cases may amount to gross misconduct and/or criminal offences.

- Provide opportunities for training, development, and progression to all staff, helping individuals reach their potential and ensuring that decisions are based on merit, with only lawful exceptions under the Equality Act.
  - Monitor and review the diversity of our organisation (e.g. age, sex, ethnicity, disability, religion/belief, sexual orientation), using this information to evaluate progress against our EDI commitments.
  - Review this policy annually and update practices to reflect changes in law, national guidance, and sector best practice.
  - Work collaboratively with children, families, carers, schools, and relevant professionals to identify appropriate support strategies and reasonable adjustments that enable safe, meaningful, and inclusive participation wherever possible.
  - Recognise that inclusion and accessibility require ongoing reflection, flexibility, and partnership working, and that support strategies may need to be reviewed and adapted over time to best meet individual needs.
  - Ensure that decisions relating to participation, support, safety, or accessibility are made proportionately, collaboratively, and with consideration for the wellbeing and rights of both the individual and the wider community.
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The **Equality, Diversity and Inclusion Policy** is fully supported by senior management and has been agreed by the Trustees.

#### **Raising concerns or making a complaint:**

We are committed to promoting equality, diversity and inclusion, and we take all concerns seriously.

- We encourage open and respectful communication regarding accessibility, inclusion, wellbeing, and support needs, and will work collaboratively to address concerns wherever possible.
- **Staff or volunteers** who wish to raise a concern or complaint related to EDI should follow the **Grievance Procedure** outlined in the Staff Handbook. Use of these procedures does not affect an employee's right to make a claim to an Employment Tribunal within three months of an alleged discrimination.
- **Members of the public**, including dancers, families, partner schools or organisations, can raise concerns through our **Complaints and Appeals Policy**, available on request or via our website.