



Youth Ballet West Equality, Diversity and Inclusion Policy

Youth Ballet West is dedicated to encouraging a supportive, respectful and inclusive culture amongst all members of YBW. We are committed to promoting diversity and eliminating discrimination within the company.

Our aim is to ensure that all areas of Irish society are represented in YBW. The company members, production team and volunteers will all be treated with respect and given equal opportunities regardless of age, race, gender, ethnic origin, colour, nationality, sexuality, religion or belief. In doing so, we hope to cultivate a harmonious and welcoming working environment where each individual is treated with the upmost respect and dignity.

This policy reinforces our commitment to providing equality and fairness to all our members, and to ensure no barriers are put in place on the grounds of age, race, gender, ethnic origin, colour, nationality, sexuality, religion or belief. We are opposed to all forms of unlawful and unfair discrimination.

All members of YBW will be treated with fairness and respect. They will be given help and encouragement to reach their full potential and utilise their unique talent.

Youth Ballet West commitments:

- To create an environment in which individual differences and the contributions of all members are recognised and valued.
- To create a working environment that promotes dignity and respect for everyone.
- To not tolerate any form of intimidation, bullying or harassment and to discipline those who breach this policy.

- To make training, development and progression opportunities available to everyone.
- To promote equality in the company, which Youth Ballet West believes is good management practice and good business sense.
- To encourage anyone who feels they have been subject to discrimination to raise their concerns so we can apply corrective measures.
- To encourage all members to treat others with respect and dignity.
- To regularly review our practices and procedures so that fairness is always maintained.

Youth Ballet West's equality and diversity policy is fully supported by the Artistic Director and the Company Manager.

Our policy will be monitored and reviewed annually to ensure that equality and diversity is continually promoted in the company.

Reviewed: January 2026.