Equality and Diversity Action Plan

Updates:	
Previous Update	N/A
Current Update	Apr 2026
Next Update	Apr 2028
Review Cycle	2 Years (As needed)
Lead Contact	Eddie Nixon, Artistic Director and Laura Naldrett, Head of HR
Approval by	Board Meeting (Via EDA Committee)

Equality and Diversity Action Plan

Context

Following our work with Spotlight Inclusion and the series of workshops they delivered, the EDA Action Group has spent considerable time reviewing the extensive list of suggested actions gathered from staff, students, and artists.

The group refined the overarching themes and aims, developing a draft template that was further improved after discussions with the Governors on the EDA Committee. This revised template was then shared with teams across the organisation, generating a substantial amount of material for further review.

From this, we identified a series of emerging strands of work that cut across activities and stakeholder groups. Although this iterative and collaborative process has been time-consuming, fostering this level of ownership is essential to how we want to work.

Following discussion at the autumn EDA Committee we proposed the creation of a set of overarching change projects, each built around common themes that surfaced across the team plans. Behind each change project sit numerous smaller actions and proposed changes, which will help define the project agendas and scope. The change projects are summarized in headline detail in this document.

These actions vary in urgency and scale, and we acknowledge that we cannot progress everything simultaneously. Additionally, staff capacity will be affected by other organisational priorities, including the NPO and World Leading Specialist Funding application processes.

Change Project Structure

Each change project will have an agreed outline/Terms of Reference covering the following:

- Scope and Overall Aims
- Timeframe
- Leads and Project team
- Individual Dept aims within this area
- KPI's for the change project
- Extra resources needed for work/change proposed
- Accountability structure to other organisation meetings/committees

Each project will work on the principle of 2 people co-leading to maintain momentum and cross organisational perspective on each project. Staff from different teams will be co-opted to work on the change projects which impact their area of work (not just existing committee).

Timeline for Next Steps

16th April - EDA Action Group to agree Priority projects for Year 1

22nd April - Board meeting to sign off plan

April/May ongoing – EDA Action Group to work to identify membership of the working groups for each change project

16th May - EDA Action Group to finalise working groups and draft of scope/timeline for each group

21st May - EDA Committee reviews and approves these plans.

June - staff updated via All Staff meeting/team meetings/academic Board/student voice/JNCC

June onwards - project kick off meetings to establish detail of scope, timeline, working group structure.

Autumn 26 - Working groups continue and leaders of each group meet within the EDA Action Group framework to update on progress which is submitted to Directors and EDA Committee and then circulated to the Board.

Action

Following discussion at the last EDA Committee, we agreed that it would be sensible to limit ourselves to 3-4 change projects in each year of the plan rather than trying to start all the projects at once.

The Committee felt the new version of the plan was clear and concise and were happy to recommend it to the Board for approval.

Laura Naldrett/Eddie Nixon on behalf of the EDA Committee

April 2026

Equity, Diversity and Access Action Plan 2026-2029

Aims and Ambitions

A. Supporting Open Communication	
1	We communicate openly and transparently
2	We actively seek and support people to share their experience of engaging with us and to understand and learn from them
3	We evolve our frameworks for handling polarising topics and managing difficult conversations
B. Building Equitable Systems	
1	We take a person-centred approach with consideration of intersectionality
2	We aim to build systems, policies and programmes that ensure our approach to equity is consistent for all stakeholders
3	We have a framework which seeks to anticipate people's needs and barriers prior to activities taking place
C. Ensuring Meaningful Representation	
1	We provide resources and support for those who experience discrimination and/or exclusion who also use their lived experiences to improve The Place's systems and procedures
2	We work collaboratively to represent local communities and global dance practices in the content of our curriculum and public programmes
3	We aim for a dance community which represents the demographics of London & UK
D. Being Sustainable	
1	We have organisational systems, structures and policies which make room for change and mitigate the impact on our stakeholders
2	Our financial, environmental and business planning aligns with our organisation's EDA plans and values
E. Being Accountable	
1	We ensure strong governance and leadership accountability for EDA.
2	We only form partnerships with people and organisations who are aligned with The Place's values and expectations
3	We invest in both individual and collective learning and development opportunities that relate to our values, EDA topics, and help fulfil our EDA plan
4	We use data to evaluate and report on our EDA progress transparently.

Organisational Change Projects

Change Project Name	Project Areas summary
1. Accessible Communications Framework	Develop a framework for all communications, ensuring messages are accessible to diverse audiences.
2. Access Framework	Develop an overarching approach to Access and Inclusion at The Place.
3. Widening Participation & Partnerships	Develop an organisation wide approach to partnership development that aims to increase relevance and representation across programmes and operations
4. Implementing Values & Holding Difficult Conversations	Develop framework for discussing, anticipating and reacting to programmes, projects and external events that lead to polarisation, conflict and complex communication
5. Induction Framework	Develop an organisation wide framework for onboarding people engaging with us which is consistent.
6. Inclusive Recruitment	Further develop inclusive recruitment processes that evolve alongside good practice
7. EDA Training Framework	Develop organisational training plan for Equity and Diversity for staff, students and artists including managing conflict and difficult conversations around EDA
8. Evaluation and Feedback	Develop our systems for surveying, gaining feedback and role of focus groups from our stakeholder and participant communities.
9. Equality Impact Assessment & Accountability	Develop a framework for Equality Impact Assessments which help ensure consistency of approach across decision making and policy development.
10. Equity, Data Collection & Analysis	Agree a unified approach to equal opportunities data collection and analysis with all teams using the same framework to ensure consistency.

EDA Action Group

Mar 2026