



# Rambert Grades

## Equity, Diversity and Inclusion Statement

November 2023

---

Rambert Grades is an inclusive dance syllabus designed to be accessible to people from all backgrounds. As an organisation, we are committed to promoting and increasing equity of opportunity, diversity and inclusion among our workforce, membership and their students.

The Company strives to create a work environment free from bullying, harassment, victimisation and unlawful discrimination, promoting dignity and respect for all in our employment, whether temporary, part-time or full-time. At Rambert Grades, individual differences and the contributions of all staff are recognised, valued and celebrated.

Rambert Grades aspires to create a community formed by our staff, members and their students that is truly inclusive and reflective of society. A continual review of offers and processes guarantee that available training and qualifications support and encourage all that wish so, to join in and participate.

As an Ofqual regulated body, we ensure that each qualification available complies with the requirements of Equalities Law. Thorough and ongoing monitoring ensures the removal of any feature within a qualification which may disadvantage a group of learners who share a particular characteristic.

The aim of the Company is to see the syllabi and qualifications being delivered in the most diverse settings, by a broad cohort of members and to people of all races, genders, religions, abilities, sexual orientation, ages and backgrounds. Working alongside partners such as the Royal Academy of Dance, Rambert School's Participation and Outreach Programme and Rambert Contemporary dance company's Participation and Community team, Rambert Grades continues to seek opportunities for people from different backgrounds to experience dance and embark on graded training.

---

## **Rambert Grades Equity, Diversity and Inclusion Statement**

---

All Rambert Grades qualifications are designed and reviewed by a diverse group of industry experts. The use of appropriate inclusive language has been considered carefully throughout the development of training and resources. We support members to embrace the importance of inclusive language and foster its use to ensure all feel seen, heard and valued.

To ensure fair access, members are encouraged to share any requirements or reasonable adjustment considerations at the earliest opportunity so that provision can be put in place during syllabus training. This is further reflected in the student examination process where members can highlight special considerations in advance of examination submissions, ensuring that an equitable process is available to all.

Rambert Grades is committed to supporting and nurturing the development of a fully inclusive dance sector, by delivering accessible programmes and creating a culture of open collaboration with experts across the EDI fields. Staff training will continue to support this aim, be they permanent or freelance Rambert Grades employees, arming the next generation of sector leaders with the tools and vocabulary required to continue the development of effective EDI strategies.