

Butterfly Hope

Equality, Diversity and Inclusion Policy

Approval and renewal

Policy owner: Director, Grace Thompson, Butterfly Hope	Date of last review: November 2025
Policy approval: Director, Grace Thompson, Butterfly Hope	Date of next review: November 2026

Creating a safe, respectful and inclusive space for all

1. Introduction

At Butterfly Hope, we believe that diversity makes us stronger, more creative, and more connected. We welcome people of all backgrounds, identities, and experiences, and we are committed to treating everyone with respect, honesty, and professionalism.

We actively promote equality of opportunity and challenge discrimination wherever we find it. Whether you're a participant, volunteer, staff member, director, or visitor, you are valued here. We aim to create a space where everyone feels safe, supported, and able to flourish.

This policy is guided by the Equality Act 2010, Children Act 1989, and the Special Educational Needs and Disability Act 2001. It applies to everyone involved in Butterfly Hope—applicants, auditionees, students, volunteers, staff (seasonal or permanent), and directors.

2. Our Purpose

This policy helps us:

- Make sure Butterfly Hope is a safe and welcoming place for all
- Celebrate diversity and promote inclusion in everything we do
- Keep improving our understanding of equality and anti-discrimination
- Make reasonable adjustments for religious, cultural, or access needs
- Ensure that every contribution is valued and every person is treated fairly

We believe in service to others, learning from each other, and building hope through creativity and connection. These values guide our approach to inclusion and shape our everyday practice.

3. How We Put This Into Practice

Inclusive Culture

We work hard to create an environment where everyone feels they belong. We:

- Use inclusive language and imagery in our publicity
- Welcome feedback and ideas from all members of our community
- Celebrate different learning styles and make space for everyone to grow
- Encourage creativity and problem-solving through collaboration

Fair Access

We are committed to a fair and transparent participation process. We do not discriminate based on:

- Age, disability, gender identity, sexual orientation, race, ethnicity, nationality, religion or belief, marital status, pregnancy or maternity

We remain committed to making dance, performance, and equine learning accessible and inclusive for all.

Challenging Discrimination

We challenge racism, prejudice, and bias in all forms. If discriminatory behaviour occurs, we respond through education and restorative approaches. In serious cases, we may involve parents/guardians/carers social services, or the police. All incidents are escalated to Director.

4. Accountability and Improvement

We regularly review our practices to make sure we're living up to our values.

We also link this policy to our Safeguarding Policy to ensure that inclusion and safety go hand in hand.

5. Our Values in Action

We bring our values to life through our everyday work:

- **Respect:** We treat everyone with dignity and kindness, online and in person.
- **Honesty:** We communicate openly and take responsibility for our actions.
- **Professionalism:** We uphold high standards in all our work.
- **Diversity:** We celebrate difference and welcome everyone.
- **Service to Others:** We support each other and contribute to the wider community.
- **Creativity:** We use the arts to express, connect, and inspire.
- **Connection:** We build relationships that strengthen our community.
- **Problem-Solving:** We face challenges with curiosity and care.
- **Learning:** We grow through reflection, feedback, and shared experience.
- **Hope:** We believe in a better future and work to make it real.

6. Final Notes

We are proud to be contributing to make organisations and performance spaces inclusive and challenging what can be done to ensure access for all. We are committed to creating exceptional, sustainable, and inclusive experiences for everyone who joins us.

If you have questions, concerns, or suggestions about this policy, please speak to the Director.

Together, we can build a community that reflects the beauty of diversity and the power of hope.

Linked Policies

Safeguarding