



Equality, Diversity & Inclusion (EDI) Policy

The Actor's Training Academy (hereby referred to as TATA) is committed to creating a welcoming, inclusive, respectful, and accessible environment where everyone feels valued, supported, and able to participate fully.

We believe that creativity flourishes when people from diverse backgrounds, experiences, identities, and perspectives come together. Inclusion is central to our mission of providing high-quality, fun, and inclusive actor training that nurtures the whole person and develops confidence, creativity, and life skills both on stage and beyond.

We are committed to ensuring that all participants, staff, freelancers, volunteers, parents, carers, schools, and partners are treated with dignity, fairness, and respect.

This policy outlines TATA's commitment to:

- Promoting equality of opportunity.
- Fostering inclusive and respectful environments.
- Removing barriers to participation wherever reasonably possible.
- Celebrating diversity in all its forms.
- Preventing discrimination, harassment, bullying, victimisation, and exclusion.
- Supporting individuals to participate safely and confidently.

This policy applies to all TATA activities, programmes, workshops, events, staff, freelancers, volunteers, participants, families, and partner organisations.

This policy is informed by:

- The Equality Act 2010
- The Human Rights Act 1998
- The Children Act 1989 and 2004
- SEND Code of Practice (2015)
- Keeping Children Safe in Education (KCSIE)
- UK GDPR and Data Protection legislation

Protected Characteristics

In accordance with the Equality Act 2010, TATA seeks to ensure that no individual is treated less favourably because of:

- Age
- Disability
- Gender reassignment
- Marriage or civil partnership
- Pregnancy and maternity
- Race

- Religion or belief
- Sex
- Sexual orientation

We recognise that individuals may experience multiple forms of discrimination or disadvantage and are committed to responding sensitively and appropriately.

Our Commitment to Inclusion

At TATA, inclusion means more than providing access. We aim to create environments where people feel genuinely welcomed, respected, and able to participate in ways that work for them.

We will:

- Treat all individuals with respect and dignity.
- Promote positive relationships and mutual understanding.
- Challenge discriminatory behaviour and language.
- Encourage participation from individuals of all backgrounds and experiences.
- Foster a culture where differences are valued and celebrated.
- Consider accessibility when planning activities, events, and workshops.

Accessibility and Participation

We recognise that participants may have differing needs and that reasonable adjustments may be required to support full participation.

Where reasonably possible, TATA will:

- Adapt activities to support different learning styles.
- Modify teaching approaches to improve accessibility.
- Consider physical, sensory, communication, and emotional needs.
- Work collaboratively with participants, families, schools, and professionals where appropriate.
- Provide alternative ways for participants to engage with activities.

While we will always seek to make reasonable adjustments, there may be circumstances where we are unable to meet an individual's needs safely within our staffing levels, resources, or programme structure. Where this occurs, we will work collaboratively to identify appropriate alternatives wherever possible.

SEND and Neurodiversity

TATA values neurodiversity and recognises that individuals learn, communicate, and engage in different ways. We welcome and support participants with a wide range of needs, including but not limited to:

- Autism (ASD)
- ADHD
- Dyslexia
- Dyspraxia
- Learning differences

- Social, emotional, and mental health needs

Practitioners are encouraged to:

- Use clear and accessible instructions.
- Break activities into manageable steps.
- Offer visual, verbal, and practical methods of engagement.
- Provide opportunities for movement and sensory regulation where appropriate.
- Create supportive and predictable learning environments.

Expectations of Staff and Practitioners

All staff, freelancers, and volunteers are expected to:

- Promote inclusion and equal opportunities.
- Treat all individuals fairly and respectfully.
- Challenge discriminatory behaviour appropriately.
- Use inclusive and respectful language.
- Model positive behaviour and attitudes.
- Support reasonable adjustments where possible.
- Follow all safeguarding and behaviour policies.

Discriminatory behaviour by staff may result in disciplinary action and, where appropriate, termination of engagement.

Expectations of Participants

Participants are expected to:

- Treat others with kindness and respect.
- Value differences and diversity.
- Avoid discriminatory language or behaviour.
- Contribute positively to a safe and inclusive environment.

Behaviour that is discriminatory, abusive, intimidating, or harmful may be addressed in line with TATA's Behaviour & Positive Participation Policy.

Reporting Concerns

Any concerns relating to discrimination, harassment, bullying, victimisation, or exclusion should be reported to TATA as soon as possible. Reports will be taken seriously, handled sensitively, and investigated appropriately. Where concerns involve a child or vulnerable individual, safeguarding procedures will take precedence.

Monitoring and Review

TATA is committed to continuously improving inclusion and accessibility across all areas of its work. This policy will be reviewed regularly to ensure it remains effective, relevant, and aligned with current legislation and best practice.

Related Documents

This policy should be read alongside:

- Safeguarding & Child Protection Policy
- Staff Safeguarding Procedure
- Behaviour & Positive Participation Policy
- Anti-Bullying Policy
- Photography & Video Consent Policy
- Privacy & GDPR Policy
- Staff Handbook
- Parent & Participant Handbook

This policy was adopted by: The Actor's Training Academy	Date: 1 st July 2026
To be reviewed: 1 st July 2027	Signed: GWELFARE