

# Inclusivity and Diversity at ...



**Diversity** is any dimension that can be used to differentiate groups and people from one another. In a nutshell, it's about **empowering people** by **respecting** and **appreciating** what **makes** them **different**, in terms of age, gender, ethnicity, religion, disability, sexual orientation, education & national origin.

How do we put that into practise and what does that mean here at the **studio**:

- Our venues and our employment policies are positive, inclusive and welcoming to all irrespective of age, disability, gender, marriage, civil partnership, pregnancy, maternity, race, religion, belief, lack of belief, sex, sexual orientation
- We have a mixed gender board of directors
- Our senior team is predominantly female
- Our team are all funded to attend disability awareness courses
- Our team is multi-faith and multi-cultured at last count between us we speak 14 languages; Afrikaans, Zulu, English, Italian, Portuguese, Spanish, French, Punjabi, Japanese, Lithuanian, Gujarati, German, Twi and Farsi
- Our refreshment offer is designed to be fully inclusive offering everyday a vegan, dairy free and gluten free menu option
- We offer faith-based menu choices ie; Halal and Kosher
- We offer spaces as prayer rooms
- Blue badge parking is recommended on our website
- Personal hearing loops are offered complimentary

Reviewed by Dawn Broughton

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