

RSCDS London Branch

Inclusion Policy

The aim of RSCDS London Branch is to be an organisation which supports inclusion - welcoming and valuing all.

By the nature of diversity it is impractical to provide protocols comprehensively addressing inclusion. The key requirement is effective communication coupled with a flexible response on what is feasible. Some guidance is set out below.

Involvement

The majority of individuals connected with the Branch are self-selecting either as volunteers or participants in classes/events. Inclusion is facilitated by

- Promotional material welcoming all whilst avoiding stereotypes
- Terminology which does not make assumptions on individual's characteristics
- Selection of images and videos to show a wide demographic participation (this includes the choice of links to material provided by others)
- Where evidence exists of non participation of a particular demographic, targeted advertising, concessionary pricing, changes of time and location etc may be beneficial
- All attenders should be made to feel welcome for example by encouraging all participants to observe the "Enjoying Scottish Country Dance" guidance.

Addressing limitations

In relation to some individuals, limitation in ability (visible and invisible) can create practical constraints. Organisers must avoid making assumptions and encourage individuals to explain any constraints and discuss together the adjustments which can reasonably be made. The specific needs of an individual are private and their consent must be obtained before sharing information with other people – this should identify what data is shared and with whom.

It may be sufficient to make some general adjustments to an event such as:

- Reinforcement of general rules/conventions such as hand positions, obtaining advance partner agreement to dance variations etc
- Locating an instructor to facilitate lip reading/improve audibility
- Choosing music tracks/tempo

Scottish Country Dancing is a collective activity and any adjustments must take account of the legitimate expectations of all the participants. Reasonable adjustments might include:

- Selection of specific dance partners with complimentary abilities
- Adjusting the composition of the set of dancers to include/exclude characteristics
- Agreement an individual will "sit out" some elements to facilitate their inclusion in the overall event

Consideration must be given to health and safety aspects. For example:

- Changing dance instructions to accommodate mobility aids
- Identifying movements which may be difficult or painful and suggesting substitutes
- No pressure should be applied for an individual to participate in an activity (eg to make up a set) – their personal view on what is appropriate must be respected