



Equal opportunities policy:

No job applicant, member of staff, child, parent/ guardian or organisation/individual to which we provide services or with we work will be discriminated against by us on the grounds of:

- **Gender (including sex, marriage, gender re-assignment).**
- **Race (including ethnic origin, colour, nationality and national origin).**
- **Disability.**
- **Sexual orientation.**
- **Religion or belief.**
- **Age.**

Our aim is to:

- Ensure that students and staff recognise that discrimination because of age, disability, gender, race, religion, sex, sexual orientation and ability is not acceptable.
- Provide an environment in which all students and staff feel safe enough to express questions and views.
- Ensure the principles and practise of equal opportunities applies to all members of the community: students, teaching and non- teaching staff; parents and visitors.
- Equal opportunities practices should be evident in:
 1. Syllabus and exam training
 2. The informal curriculum – Shows and workshops, events
 3. The “hidden” curriculum (the ethos of the school, the quality of the personal relationships etc)
- Educate, develop and prepare all our students for life whatever their sex, colour, origin, culture or ability.
- Students are seen as individuals and each student’s training is to be developed in direct relation to their needs and abilities. This is based upon sound knowledge

and awareness of appropriate range of teaching and learning styles, teaching interventions, behavioural methods, medical and diagnostic issues.

- All staff, students, parents / guardians and members of associated organisations will be treated fairly and with respect.
- Attendance at Dance-Beat will be open to all.
- Selection for employment will be based on aptitude and ability.
- All staff and students will be helped and encouraged to develop their full potential, and the talents and abilities of individuals will be fully maximised.
- All staff have a legal and moral obligation not to discriminate and should report incidents of alleged discrimination against any individual or group of individuals to Laura Davies (school principal).

Our Commitment:

- To create an environment in which individual differences and the contributions of all our staff and students are recognised and valued.
- Every member of staff, students and parent / guardian is entitled to be part of an environment that promotes dignity and respect to all. No form of intimidation, bullying or harassment will be tolerated.
- Breaches of our equality policy will be regarded as misconduct and could lead to disciplinary proceedings, termination of employment or exclusion from Dance-Beat.
- The policy will be monitored and reviewed regularly.
- The successful implementation of this policy depends on the awareness and commitment of all staff, parents / guardians and students. On joining Dance-Beat all staff, parents / guardians and students will be made aware of its existence and this policy will be displayed on our website and a copy in our policy and procedures folder available at each dance class.

Laura Davies

Signed: _____



Date: 20/09/24