Equal opportunities and diversity policy

**Aim:**

To ensure our participants, parents, and staff are treated fairly and without discrimination.

**No job applicant, member of staff, child/participants, parent/carer, or organisation/individual with whom we work with or provide our services to will be discriminated against on the grounds of:**

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

**We aim to promote equal opportunities, eliminate discrimination, and eliminate harassment through the following:**

* All staff, children/participants, parents/carers, and members of associated organisations will be treated fairly and with respect,
* Attendance to Inclusive Academy Dance School will be open to all,
* Selection for employment and volunteers will be on the basis of aptitude and ability,
* All staff and participants will be helped and encouraged to reach 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 a group of individuals to the principal, Ellie Andrews.

**Our commitment:**

* To create an environment in which individual differences and the contribution of all our staff and participants are recognised and valued,
* Every member of staff, participant, and parent/carer is entitled to be part of an environment that promotes dignity and respect to all. No form of intimidation, bullying, and/or harassment will be tolerated.
* Breaches of our equality policy will be regarded as misconduct and could lead to disciplinary action proceedings, termination of employment, or exclusion from Inclusive Academy Dance School.
* This policy will be monitored and reviewed regularly. The successful implementation of this policy depends on the awareness and commitment of all staff, parents/carers, and participants. On joining Inclusive Academy Dance School, they will be made aware of this policies existence and this policy will be displayed on our website.

Signed: E Andrews