

# **Equal Opportunities Policy for Second City School of Dance**

## **Policy Statement**

At Second City School of Dance, we are committed to providing an inclusive and welcoming environment where all students, regardless of their race, ethnicity, nationality, gender, sexual orientation, age, disability, religion, or any other characteristic, are treated with dignity and respect. We believe that every individual should have equal access to the benefits and opportunities available within our school. We strive to eliminate discrimination, harassment, and any form of exclusion, creating a positive atmosphere where everyone feels valued and supported.

## **Purpose of the Policy**

This policy outlines the principles and practices that support equal opportunities for all individuals in our dance school. It applies to all students, staff, volunteers, and any other individuals associated with the school. We aim to promote equality and diversity within our dance classes, performances, events, and all other aspects of school life.

## **Key Principles**

### **1. Equality of Opportunity:**

- We are committed to ensuring that all students have access to our dance classes, training, and performances on an equal basis, without discrimination or bias.
- We will promote diversity within our teaching practices, ensuring all students feel encouraged, supported, and included.

### **2. Respect and Inclusion:**

- All individuals, regardless of background or personal characteristics, should be treated with respect, dignity, and fairness.
- Discrimination, bullying, harassment, and victimisation of any kind will not be tolerated.

### **3. Non-Discrimination:**

- We will ensure that no student is excluded from or treated unfairly in relation to any aspect of their training, progress, or participation due to their race, gender, disability, religion, sexual orientation, or any other protected characteristic.

### **4. Promotion of Diversity:**

- We celebrate and actively promote diversity in all forms, recognizing the value of different backgrounds, perspectives, and experiences.
- Our dance classes and activities are designed to encourage personal growth, creativity, and collaboration, welcoming all individuals regardless of their starting point.

## **Responsibilities and Expectations**

### **● Students and Participants:**

- We expect all students to adhere to this policy by showing respect and support for their peers and teachers, treating everyone with courtesy, kindness, and consideration.

- We encourage students to report any concerns or incidents related to discrimination or harassment to the school administration or their instructor.
- **Staff and Instructors:**
  - All staff, instructors, and volunteers are expected to uphold the values outlined in this policy, creating a positive, supportive, and inclusive atmosphere for all.
  - Staff should model inclusive behavior, embrace diversity in their teaching, and actively challenge any discriminatory or exclusionary behavior.

### **Support and Adjustments for Students with Disabilities**

We recognise that students with disabilities may face unique challenges in a dance setting. We are committed to making reasonable accommodations to ensure that these students can fully participate in our classes. This may include adjustments to teaching methods, class formats, or the physical environment.

### **Complaint and Grievance Procedure**

We encourage anyone who believes they have been subjected to discrimination, harassment, or unfair treatment to report it immediately. We take complaints seriously and will investigate any incidents in line with our complaints procedure. No individual will face retaliation for reporting concerns or participating in the grievance process.

### **Monitoring and Review**

We will regularly monitor the effectiveness of this policy and review our practices to ensure they align with our commitment to equal opportunities. Feedback from students, staff, and the wider community will be used to improve our approach, ensuring that the dance school remains an inclusive, diverse, and supportive environment.

### **Conclusion**

At Second City School of Dance we believe that diversity enriches the learning experience for everyone, and we are committed to providing an environment where every student has the opportunity to reach their full potential. We are dedicated to making sure all individuals, regardless of background or ability, are able to access our services and participate in our activities with dignity and respect.

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## **Contact Information**

If you have any questions about this policy or would like to discuss any concerns, please contact us at:

- Email: [secondcitydance@gmail.com](mailto:secondcitydance@gmail.com)
- Phone: 07527524000
- Address: CAFLO Community Centre, B36 8UB