

EQUAL OPPORTUNITIES POLICY

Clee Academy of Dance, all staff, volunteers and students are fully committed to valuing diversity by providing equality of opportunity and anti-discriminatory practice for all children and families.

The legal framework for this policy include:

- Race Relations Act 1976
- Race Relations Amendment Act 2000
- Sex Discrimination Act 1975
- Special Educational Needs and Disability Act 2001
- Equal Pay Act 1970
- Children Act 1989
- Education Act 1996
- Disability Discrimination Act 1995 & 2005
- Equality Act 2006
- Childcare Act 2010
- Equality Act 2010

The Equal opportunities policy of Clee Academy of Dance applies to all people, whether using of working within the setting.

We will not discriminate, whether directly or indirectly, in the treatment of any persons on the grounds of gender, race, culture, disability, religion, sexual orientation, marital status or for financial reasons.

Acts of unlawful discrimination will be challenged and the person concerned helped to understand why this is not acceptable.

Clee Academy of Dance is open to all members of the community and everyone will be made welcome.

Admissions statement:

In order to promote equality and diversity we will:

- Ensure that all parents are made aware of our equal opportunities policy.
- Offer equality and choice for all.
- Advertise Clee Academy of Dance widely.
- Reflect the diversity of members of our society in our publicity and promotional materials.
- Provide opportunities for parents/carers to contribute to their child's care and education.

- Not discriminate against a family or prevent entry to our setting, on any grounds.

We aim to encourage children to develop positive attitudes about themselves and other people. We will do this by:

- Listening to children to ensuring each child feels included safe, valued and respected.
- Ensuring that all children have equal access to the dance opportunities
- Making appropriate provision to ensure each child receives the widest possible opportunity to develop their skills and abilities and recognise different learning styles.
- Avoiding stereotypical images in equipment and resources and activities.
- Ensuring that stereotypical statements are challenged.
- Using positive, non-discriminatory language with all children.
- Valuing the home background of all children.
- Ensuring and discriminatory language or practice is challenged appropriately.

English as an additional language:

- Staff will value linguistic diversity and try to help children and families with English as an additional language with regards to sharing information verbally.

Inclusion:

- The staff will ensure that there are positive attitudes to diversity and difference so that every child is included and not disadvantaged.
- Children will be supported to learn from the earliest age to value diversity in others and grow up making a positive contribution to society.
- Staff will work with parents/carers and other professionals to make reasonable adjustment to the environment as required by the DDA (Disability Discrimination Act) to accommodate and meet the needs of a child with identified learning difficulties and/or physical disabilities.
- All children, irrespective of ethnicity, culture or religion, home language, family background, learning difficulty or disability, gender or ability will have the opportunity to experience challenging and enjoyable programme of dance.

Clee Academy of Dance will aim to develop children's positive self-esteem and the esteem of others. Staff will set a good example by treating one another and the children with respect.

Staff Training:

- Staff, students and volunteers will be encouraged to attend training opportunities to support their awareness and understanding of equality and diversity.

- Staff, students volunteers will have equal access to identified training to ensure professional development.

Race Equality Statement:

- Clee Academy of Dance has due regard to eliminate unlawful racial discrimination
- We promote equality of opportunity and good relations between people of different racial groups
- We provide good opportunities for children from ethnic minorities and we wish individuals who access the dance school to know that they will receive the same fair treatment and be cared for based on their individual needs.
- All individuals are entitled to equal rights and the same opportunities, regardless of racial group.
- We expect everyone involved in the dance school to seek to eliminate racism where it is identified,
- We strive to ensure equal access to the dance school.
- We encourage, support and help all children and staff to achieve their full potential.
- Our resources will reflect cultural diversity.

We will regularly review and monitor this policy and the practice of Clee Academy of Dance to ensure that we are fully implementing the policy for Equality, Diversity and Inclusion.

This Policy has been adapted for Clee Academy of Dance

Signed on behalf of the dance school by:

B D WADE Principal Teacher

Date 21.05.2018

Review Date 21.05.2019