

# ISAAC-CLARKE ACADEMY OF DANCE

## Equality, Diversity, and Inclusion Policy

**Isaac-Clarke Academy of Dance** is committed to encouraging equality, diversity, and inclusion and eliminating unlawful discrimination, for staff as well as all involved with the dance school.

The aim is for teachers, chaperones, or volunteers to be truly representative of all sections of society and our students, and for each to feel respected and able to give their best.

The organisation - in providing its service - is also committed against unlawful discrimination of its community or the public.

### **This policy's purpose**

This policy's purpose is to:

1. Provide equality, fairness, and respect for all teachers, chaperones, or volunteers whether temporary, part-time, or full-time.

2. Not unlawfully discriminate because of the Equality Act 2010 protected characteristics of:

- age
- disability
- gender reassignment
- marriage and civil partnership
- pregnancy and maternity
- race (including colour, nationality, and ethnic or national origin)
- religion or belief
- sex
- sexual orientation

3. Oppose and avoid all forms of unlawful discrimination. This includes in:

- pay
- terms and conditions of engagement
- dealing with grievances and discipline
- dismissal
- leave for parents
- requests for flexible working
- selection for employment, promotion, training or other developmental opportunities

## **Our commitments**

The organisation commits to:

1. Encourage equality, diversity, and inclusion in the dance school as they are good practice and make business sense.
2. Create a working and learning environment free of bullying, harassment, victimisation, and unlawful discrimination, promoting dignity and respect for all, and where individual differences and the contributions of all are recognised and valued.
3. Take seriously complaints of bullying, harassment, victimisation, and unlawful discrimination during dance school activities.
4. Make opportunities for training, development, and progress available to all who will be helped and encouraged to develop their full potential.
5. This policy will be reviewed annually and should an additional teacher be taken on board, adjustments will be made where appropriate.