

Equal Opportunities and Diversity Policy

Katie Wright School of Dance

At Katie Wright School of Dance, we are committed to providing an inclusive, welcoming and supportive environment where every learner is treated with dignity, fairness and respect.

We believe that every student should have the opportunity to participate in dance regardless of their background or personal circumstances. Admission, participation, assessment and progression within the school will always be based on merit, ability, commitment and individual potential.

We are committed to promoting equality of opportunity and preventing discrimination, harassment and victimisation in all aspects of our dance school.

Equal Opportunities Commitment

We are committed to ensuring that no learner, parent, staff member, volunteer or visitor is treated less favourably because of:

Sex or gender

Marriage or civil partnership

Pregnancy or maternity

Gender reassignment

Sexual orientation

Race, colour, ethnic or national origin

Nationality or citizenship

Disability

Religion or belief

Age (except where minimum age requirements apply to specific classes or qualifications)

Reasonable adjustments will be made wherever possible to enable learners with disabilities or additional needs to access our classes safely and successfully.

Expectations of Staff, Learners and Parents

Everyone connected with Katie Wright School of Dance is expected to:

Treat others with kindness, dignity and respect.

Promote an inclusive and welcoming environment.

Respect differences and celebrate diversity.

Challenge discrimination where appropriate.

Help create a safe environment where everyone feels valued.

Follow our code of conduct policy.

The following behaviour will not be tolerated:

Discrimination against any learner, member of staff, volunteer or parent.

Harassment, bullying or abusive behaviour.

Encouraging or attempting to persuade others to discriminate unlawfully.

Victimising anyone who has raised a complaint or concern about discrimination or who has supported an investigation.

Any behaviour that makes another individual feel unsafe, excluded or unwelcome.

Reporting Concerns

Anyone who experiences or witnesses discrimination, harassment or victimisation is encouraged to report the matter to the Principal or Designated Safeguarding Lead as soon as possible, Katie Stewart and follow our complaints procedure stated in our complaints policy.

All concerns will be:

Taken seriously.

Treated confidentially wherever possible.

Investigated fairly and without bias.

Resolved promptly and appropriately.

No individual will suffer any disadvantage for raising a genuine concern.

Breaches of this Policy

Any breach of this policy will be investigated by the Principal, Katie Stewart

Depending on the seriousness of the incident, action may include:

An informal discussion and guidance.

A formal warning.

A meeting with parents or guardians where appropriate.

Additional training or support.

Suspension or removal from classes.

Disciplinary action for staff or volunteers.

Referral to external agencies where required.

The Principal is responsible for overseeing investigations, ensuring appropriate action is taken and monitoring outcomes to prevent future occurrences.

Monitoring and Review

This policy will be reviewed annually or sooner if legislation changes or if improvements are identified through feedback or incidents.

Policy Owner: Katie Stewart

Policy Review: 02/07/2026

Next Review Date: 02/07/2027