



Inclusion, Equality & Diversity Policy

Katie Wright School of Dance is fully committed to eliminating unlawful and unfair discrimination and values the differences that a diverse environment brings. The school will not discriminate because of age, disability, gender identity/reassignment, gender dysphoria, transgender, race (which includes colour, nationality and ethnic or national origins), religion or belief. We will build a culture that values openness, fairness and transparency educating not only our students but also our staff. It is our aspiration to build a culture where difference is valued, understood and respected.

Aim of the policy

- Develop an ethos which respects and values all people within the school.
- Actively advance equality of opportunity
- Prepare pupils to embrace a life in a diverse society
- Eliminate all forms of unfair indirect and direct discrimination, bullying, harassment, victimisation or other oppressive behaviour.
- Make reasonable adjustments and do our utmost, within available resources, to remove barriers which limit or discourage access to our dance classes.
- Monitor the implementation of equality and diversity within our schools

The policy applies to all employees, students, members and stake holders.

Responsibilities

All those associated with the school have the following responsibilities to ensure we are doing as much as possible to ensure we celebrate everyone within our school.

- Promote equality and diversity in its policies, procedures and guidelines.
- Deliver high quality teaching that meets the diverse needs of its student population.
- Foster good relations across all characteristics, between people who share a protected characteristic and people who do not share it.
- Encouraging people to bring their whole, authentic self to the school, with the knowledge that we value difference and diversity.

Breaches

All employees must promote equality and diversity and they must actively respond to any incidents of unfair discrimination.

As stated in our safeguarding policy, any concerns or issue must be reported to Katie Wright.