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EQUAL OPPORTUNITY AND DIVERSITY POLICY

Introduction

As part of its commitment to Equality of Opportunity, Central School of Dancing & Performing Arts has adopted a policy that applies to **all members of the school community**, including students, employees, and visitors. This document outlines the principles and expectations for maintaining a respectful and inclusive environment for **both staff and students**. All breaches of this policy will be investigated and, where appropriate, disciplinary or pastoral procedures will be followed.

Opportunities

Equal opportunity relates to treating people fairly and without bias, regardless of the groups they may belong to. This principle is underpinned by a legal framework that makes it unlawful to discriminate against individuals based on characteristics such as age, race, gender, religion, disability, and more. **Equal opportunity applies equally to students, teachers, and all staff.**

Diversity

Diversity goes beyond legal requirements and celebrates the differences that make each individual unique. Recognising, respecting, and valuing diversity strengthens our community and enriches the learning and working experience for **everyone at Central School of Dancing & Performing Arts**.

Together, equal opportunity and diversity work to remove barriers and celebrate the varied backgrounds, perspectives, and abilities of all **students and staff**.

General Statement of Policy

Central School of Dancing & Performing Arts is committed to ensuring that **no student, employee, or visitor** receives less favourable treatment or is disadvantaged by unjustifiable conditions, requirements, or circumstances.

The Policy Statement

The Management of Central School of Dancing & Performing Arts recognises that discrimination exists and will take every possible step to ensure that **no individual** is

unreasonably excluded from access to activities, learning, services, or employment opportunities.

We are committed to preventing discrimination on the basis of age, gender, ethnicity, race, nationality, skin colour, sexual orientation, disability (physical, sensory or learning), appearance, marital or family status, religious or political beliefs, or any other unjustified differences.

All students, employees, and potential students and staff can expect a fair and inclusive environment, free from discrimination in all aspects of teaching, learning, support, and employment.

All members of the school community will be made aware of this policy and what it means for their behaviour and responsibilities.

What We Expect from Our Community

While the leadership is responsible for promoting and monitoring equality and diversity, **each individual within the school community** plays a vital role in upholding these principles.

We expect that:

- **Everyone** (students, staff, and others) complies with the measures in place to ensure equality of opportunity and non-discrimination. Appropriate training and guidance will be provided where needed.
- **Those responsible for managing others** (including teaching staff, administrators, and student leaders) must apply fair and inclusive practices when it comes to learning, training, performance, development, support, and access to benefits, facilities, and services.
- **No one** should victimise others for raising concerns or providing information about discrimination or harassment.
- **Harassment, bullying, or intimidation** of any kind, by or towards any student, staff member, or visitor, will not be tolerated.

This policy reflects our shared responsibility to create a supportive and inclusive environment for all students and staff, where everyone can thrive, learn, and grow.

Signed	Position	Date	Review
F. Carpenter	Co-owner and Joint Principal	01/09/2025	12 Months
A. Carpenter	Co-owner and Joint Principal	01/09/2025	12 Months