

AVIAN DANCE SCHOOL EQUAL OPPORTUNITIES POLICY



The aim of this policy is to ensure that everyone is treated fairly and with respect and that all staff and students are not denied access to Avian Dance School because of a discriminatory reason.

Avian Dance School will therefore adhere to the following:

- a) We understand that all students learn differently and at varying speeds. Therefore, we promote a class environment where students are encouraged to reach their full potential and develop their skills in their own time.
- b) be committed to eliminate discrimination by reason of gender, sexual orientation, race, nationality, ethnic origin, religion or belief, ability or disability and to encourage equal opportunities.
- c) not discriminate or in any way treat anyone less favourably, on grounds of gender, sexual orientation, race, nationality, ethnic origin, religion or belief, ability or disability.
- d) ensure that all staff and students are treated fairly and with respect.
- e) not tolerate harassment, bullying, abuse or victimisation of an individual (which the place to play/facility regards as forms of discrimination), including sexual or racially based harassment or other discriminatory behaviour, whether physical or verbal and work to ensure that such behaviour is met with appropriate action in whatever context it occurs.
- f) be committed to the immediate investigation of any complaints of discrimination on the above grounds, once they are brought to its attention. Complaints will be dealt with in accordance with its complaints policy and, where such a complaint is upheld, the Principals may impose such sanction as it considers appropriate and proportionate to discriminatory behaviour.
- g) be committed to taking positive action where inequalities exist and the development of a programme of on-going training and awareness in order to promote the eradication of discrimination and to promote equality and diversity.