



## Equality Policy

At Carlisle Dance Academy we take great care to treat each individual as a person in their own right, with equal rights and responsibilities to any other individual, whether they are an adult or a child. We are committed to providing equality of opportunity and anti-discriminatory practice for all children and families according to their individual needs. Discrimination on the grounds of gender, age, race, religion or belief, marriage or civil partnership, disability, sexual orientation, gender reassignment, pregnancy or maternity, ethnic or national origin, or political belief has no place within our Academy.

Carlisle Dance Academy values the rich diversity, skills and abilities, and creative potential that men and women from differing backgrounds bring to the workplace.

Carlisle Dance Academy is committed to providing equality for all children and families and we strive to provide a caring and welcoming atmosphere to ensure that everyone may achieve his or her own potential whilst encouraging respect for others.

### **The legal framework for this policy is based on:**

- Special Education Needs and Disabilities Code of Practice 2015
- Children and Families Act 2014
- Equality Act 2010
- Childcare Act 2006
- Children Act 2004
- Care Standards Act 2002
- Special Educational Needs and Disability Act 2001.

### The key points of our Equal Opportunities Policy are:

- we seek to employ a workforce which reflects the diverse community at large, because we value the individual contribution of people, irrespective of sex, age, marital status, disability, sexuality, race, colour, religion, ethnic or national origin;
- we will treat all employees with dignity and respect and we will provide a working environment free from unlawful discrimination, victimisation, or harassment on the grounds of sex, age, marital status, disability, sexuality, race, colour, religion, ethnic or national origin;
- we will not tolerate acts which breach this policy and all instances of such behaviour, or alleged behaviour, will be taken seriously, be properly investigated and may be subject to our disciplinary procedures;
- we will install facilities for people with disabilities in our premises, whenever practicable to do so and every effort will be made to provide for the needs of employees and clients with disabilities.

We will –

- Take positive action to eliminate any discrimination and harassment
- Promote equality of opportunities for all member of the school community
- Promote good relations between people of different needs, abilities, races

We acknowledge and value all ethnic and national groups represented in the community.

We recognise we live in a multi-cultural and multi faith community and we will strive to recruit a workforce to reflect this.

We endorse the recommendations of the Stephen Lawrence Inquiry Report.

We accept the definition of racism and institutional racism included in the Stephen Lawrence Inquiry Report:

Racism – Conduct or words which advantage or disadvantage people because of their colour, culture or ethnic origin.

Institutional Racism – The collective failure of an organisation to provide an appropriate and professional service to people because of their colour, culture, or ethnic origin. It can be seen or detected in processes, attitudes, and behaviour which amounts to discrimination through unwitting prejudice, ignorance, thoughtlessness, and racist stereotyping which disadvantages minority ethnic people.

We will, as far as possible: -

- Meet individual uniform requirements due to religious beliefs or medical factors.
- Ensure all the children, regardless of gender or age, have a chance to experiment with all the classes.
- Monitor and evaluate policies and procedures and current practice to ensure quality of care is maintained at an optimum.

All children, no matter what sex, ability, race or religion, are encouraged to respect or care for their fellow human beings.

Reviewed by Owner/Principle: L.Irwin \_\_\_\_\_

Date: July 2020

Date to be reviewed: July 2021