



Equality, Diversity and Inclusion Policy

Statement

Shauna Olivia Studios aims to provide an inclusive, equal and diverse dance school, ensuring that whatever the heritage and origins of the staff/student community, everyone is equally valued and we all treat one another with respect.

- We value every individual's voice
- We build self-esteem and confidence
- We understand good and bad
- We show respect and understanding for others
- We value the community and world in which we live

We strive to ensure that no member of the dance school community or any other person, through their contact with the dance school, receives less favourable treatment on any grounds which cannot be shown to be justified. We aim to ensure that those with protected characteristics are not discriminated against and are given equality of opportunity.

A *protected characteristic*, under the Equality act 2012, covers the groups listed below:

- age (for employees not for service provision),
- disability
- race
- sex
- gender reassignment
- maternity and pregnancy
- religion and belief
- sexual orientation
- marriage and civil partnership (for employees)

Our Legal Duties under the Equality Act 2010

We share the public sector equality duties to:

- eliminate discrimination and harassment
- advance equality of opportunity
- foster good relations between different groups

Our approach to equality is based on the following **5 key principles**:

1. All members are of equal value. Whatever their special educational needs, whatever their ethnicity, culture, national origin or national status, whatever their gender and gender identity, whatever their religious or non-religious affiliation or faith background and whatever their sexual orientation.
2. We recognise, respect and value difference and understand that diversity is a strength. We take account of differences and strive to remove barriers and disadvantages which people may face, in relation to their

special needs, ethnicity, gender, religion, belief or faith and sexual orientation. We believe that diversity is a strength, which should be respected and celebrated by all those who learn, dance, teach and visit here.

3. We foster positive attitudes and relationships. We actively promote positive attitudes and mutual respect between groups and communities different from each other.

4. We foster a shared sense of cohesion and belonging. We want all members of our dance school community to feel a sense of belonging within the dance school and wider community and to feel that they are respected and able to participate fully in classes, workshop and Shauna Olivia Studios events.

5. We observe good equalities practice for our staff. We ensure that policies and procedures benefit all employees and potential employees in all aspects of their work.

What we are doing to eliminate discrimination, harassment and victimisation

- We aim to ensure access and participation to all age-appropriate school classes for all dancers.
- We take seriously the need to consider the equality implications when we develop, adapt and review any policy or procedure and whenever we make significant decisions about the day today life of the dance school.
- We actively promote equality and diversity by creating an environment which champions respect for all.

Behaviour, Exclusions and Attendance

The dance school Policy on Behaviour Management takes full account of the duties under the Equality Act. We make reasonable, appropriate and flexible adjustments for individual dancers.

Addressing prejudice and prejudice-based bullying

The dance school challenges all forms of prejudice and prejudice-based bullying, which stand in the way of fulfilling our commitment to inclusion and equality:

- prejudices around disability and special educational needs
- prejudices around race, religion or belief, for example anti-Semitism and Islamophobia, Travellers, migrants, refugees and people seeking asylum
- prejudices around gender and sexual orientation, including homophobic and transphobic attitudes

We treat all bullying incidents equally seriously. In line with our anti-bullying policy – we will not tolerate bullying of any kind. Incidents of prejudice-based bullying will be recorded and reported to their parents/guardians and the local authorities if necessary.

What we are doing to advance equality of opportunity between different groups

- We know the needs of our students and we are constantly reflecting on what we need to provide in order for our dancers to flourish and achieve to their best potential.
- We use positive language and acknowledge each students' achievements, allowing each individual to understand that personal achievements can vary from person to person, yet are just as important and impressive when accomplished.
- We use a range of teaching and coaching strategies that ensures we meet the needs of all pupils.
- We adapt our language and use augmentative communication to meet the communication needs of all pupils
- We are alert and proactive about the potentially damaging impact of negative language in matters such as race, gender, disability and sexuality.

- We provide well-targeted and proportionate support for individual dancers to ensure they feel safe and are calm and ready to dance.

What we are doing to foster good relations

- We promote a whole dance school ethos and values that challenge prejudice based discriminatory language, attitudes and behaviour.
- Ensure the dance school is warm and welcoming to all dancers and their guardians, no matter what their cultural background, age, race, gender, gender identity, special educational needs may be.
- We allow opportunities for dancers to appreciate their own culture and celebrate the diversity of other cultures. Such as, allowing the dancers, on occasion, to choose the music they dance to and allow them to infuse their own culture into their dance.

Other ways we address equality issues

- We respond to all parents and carers concerns showing respect for their views and aiming to secure a resolution which is mutually agreeable.
- We work in partnership with parents to ensure that the medical, cultural and dietary needs of children are met when necessary. (ie. At shows, competitions, events where the parent/ carer may not be constantly present).

In order to ensure that the work we are doing on equalities meets the needs of the whole dance school community we review and analyse relevant verbal feedback.

Directors and Coaches

The principal, Shauna McCarthy, is responsible for implementing the policy; for ensuring that all staff/ volunteers are aware of their responsibilities and are given appropriate training and support; and for taking appropriate action in any cases of unlawful discrimination.

All Staff and Volunteers at Shauna Olivia Studios

All staff and volunteers will:

- promote an inclusive and collaborative ethos across the dance school and challenge prejudice and discrimination
- deal fairly and professionally with any prejudice-related incidents that may occur
- maintain the highest expectations of success for all dancers

Visitors

All visitors to the dance school, including parents and carers are expected to support our commitment to equalities and comply with the duties set out in this policy. We will provide this policy on our website for all to access and understand.