



RL Dance Studios Equality, Diversity and Inclusion Policy

This policy applies to all staff, including dance teachers, guest teachers, chaperones, and helpers at RL Dance Studios. All staff are expected to put this policy into practice.

Policy Statement:

At our school we want everyone to feel valued. We value our diverse community and recognise we all have a responsibility toward each other. We hope to create a school community that celebrates diversity, that is an equal opportunity employer, that values different perspectives and ways of thinking and is a space where everyone feels welcome and included. We value self-expression and enjoy learning from other people's different perspectives and unique ways of thinking.

It is everyone's right to experience equality of opportunity, to have the chance to thrive and achieve and to be provided with opportunities that are as good as those that are available to other people. All of us deserve to be treated with equal concern.

This policy is based on information within the Equality Act 2010:

The Equality Act highlights characteristics that are to be protected against discrimination:

- Age
- Gender reassignment
- Marriage or civil partnership
- Being pregnant or having a child
- Disability
- Race (Including colour, nationality, ethnicity or national origin)

- Religion, belief or lack of belief.
- Sex
- Sexual orientation

RL Dance Studios is fully committed to providing equality of opportunity and promoting diversity. All opportunities will be afforded to individuals fairly and irrespective of age, disability, gender, gender reassignment, marital or civil partnership status, pregnancy or maternity, race including colour, ethnic or national origins and nationality, religion or belief or sexual orientation.

We are keen to create a representative and diverse school environment where all teachers, staff and students alike feel valued, included, welcome and seen.

We aim to create an environment that is free from discrimination and harassment in any form, in which all staff, parents, carers and students are treated with dignity and respect.

We will not unlawfully discriminate in the arrangements we make for recruitment and selection or in the opportunities afforded for employment, training, or any other benefit to any member of our team or any pupils within our school. We do not believe in cherry picking staff or promoting certain students' achievement or opportunity over others. We believe that all teachers and students should work in the best way for them, provided with the support that is right for them and that all students, their families (as customers) and teachers / staff have the right to reasonable adjustment in terms of appropriate aides, adaptations or differentiation that is right for them and helps them to have the best experience when they are at our school.

All staff employment decisions will be made following our safer recruitment policy.

Students and their families will be protected from victimisation, harassment, and discrimination through our anti bullying policy.

Any concerns can be raised to us using our complaints policy.

Our code of conduct outlines our expectations in terms of fair and equitable treatment for all.

Overall responsibility for the effective operation of this policy and for ensuring compliance with the Equality Act 2021 and associated legislation lies with Risa Larmand

Risa Larmand is responsible for monitoring and reviewing the policy and for ensuring that all employment-related policies, procedures and practices adhere to this policy.

All teachers at RL Dance Studios are responsible for the fair and equitable treatment of colleagues and students alike. This shall be monitored by Risa Larmand.

All staff have a responsibility not to bully, harass or discriminate against any customers, students or teachers. They have a duty to report any known harassment, bullying or discrimination to Risa Larmand.

Creating Equity

We will:

Staff:

Ensure that our recruitment and selection procedures will be free from bias or discrimination. We will recruit in a way that does not discriminate against staff and in a way that creates a school that is representative of our community.

Recruitment procedures will be conducted objectively and will be based upon specific and reasonable job-related criteria. Decisions regarding an individual's suitability for a particular role will be based on aptitude and ability.

We will make appropriate reasonable adjustments to the recruitment process as necessary to ensure that no applicants are disadvantaged.

All staff will be given an appropriate induction to enable them to fulfil the responsibilities of their role. All staff will be encouraged to develop their full potential and supported to attend training and continue to develop in their practice.

Our code of conduct for staff outlines expectations regarding a commitment to inclusivity and accountability regarding this.

All staff are encouraged to report any incidents of inappropriate or unacceptable behaviour at work or that occurs while working, on or off premises, including at work social events or at formal or informal events involving staff, customers or other with work-related contacts.

We support individuality and uniqueness and hope our staff will feel comfortable to be themselves at work. Staff can raise any concerns with Risa Larmand regarding any issues of harassment or discrimination from other staff, management, customers or students. Concerns raised will be addressed in line with our code of conduct. All our staff have a right to be protected from discrimination, bullying and harassment and we will take action to ensure that.

We expect all our staff to be committed to creating an equitable school, to be curious about aspects of people's lives, experiences, culture and community that may be less well understood by them and to be accountable and play their part in helping us create a school community where everyone has a place. We acknowledge that our school culture is created through our behaviours and that we wish to create a culture based on inclusion, equity, and mutual trust.

We will teach about culture, religion, ethnicity and community genuinely. We will not appropriate other people's cultures for our classes or performance events, we will instead try to educate on the roots and origins of all dance styles we use.

We will try to represent our community through our teaching and our school in genuine and thoughtful ways, including a diverse range of teaching tools and resources.

Customers:

Our terms and conditions of service will be applied fairly, and benefits and facilities will be made available to all who should have access to them.

We will ensure policies and practices, including any rules or requirements, do not directly or indirectly discriminate and are applied in a non-discriminatory manner. We will always endeavour to ensure our policies and practices do not discriminate against any of our students or their families (in respect of them being our customers) and will always make reasonable adjustment to aspects of our teaching or the organisation of our school where this is brought to our attention.

In the event of a complaint, we will take appropriate action to prevent, as far as possible, a further occurrence.

We expect all our customers to abide by our code of conduct and to behave in a mutually respectful manner to all staff, other families, and students.

Our Students:

Our students will be supported to be the best version of themselves. We do not encourage comparison only personal achievement and recognition.

Students will be supported through our safeguarding policy and our anti bullying policy. We recognise discrimination and associated bullying, and harassment is harmful and recognise our duty to prevent harm and promote the welfare of our students.

We will listen to our students and address any concerns they raise in line with our policies.

We will use the systems that support our profession such as reasonable adjustment and special consideration arrangements for exams to ensure all our students get the best possible experience and achieve.

We will ensure that we provide suitable options within our school rules to ensure every student is able to engage safely and happily and in line with their beliefs for example providing a suitable range of options for costumes and dress code and ensuring that these options are not presented in a discriminatory way or a way that limits options for personal expression, or discriminates against gender, religion or ethnicity for example identifying some clothes as only for boys or only for girls or specifying tights, socks or shoes which are not appropriately matched for students skin tone, or requesting a certain style or preparation of hair.

Organisation:

Equal Opportunities Monitoring will be undertaken by Risa Larmand who will monitor the effectiveness of this policy to ensure it is achieving its objectives.

Information collected for monitoring purposes will be treated as confidential and will not be used for any other purpose.

Information collected will be used to improve equality, diversity and inclusion in our school. We will actively address issues we see arising through education and advertising initiatives.

We will avoid using performative representation or representing our school in a way which leaves customers or students feeling misled or alienated.

Ongoing monitoring will allow us to identify and address any barriers to equal opportunity and participation, to remove these barriers and to create a more inclusive environment.

Reporting Concerns:

If you believe you have been discriminated against, you should raise the matter with Risa Larmand in line with the school's complaints process or whistle blowing process. You can do this at Risa@RLDanceStudios.com

Sanctions will be imposed for staff, customers or students who have behaved in a discriminatory way. These could range from being asked to apologise and to learn through to dismissal or suspension from the school or an activity. Decisions shall be made by Risa Larmand based on the school's code of conduct and associated policies.

Please see below for Appendix 1.

Appendix 1: helpful information about equality, diversity and inclusion including a guide to terminology:

Equality: This is not about making everything the same for everybody. It is about allowing everyone equal access and access to equal opportunity. The opportunities do not all need to be identical or provided in the same way. Variety of opportunity and differentiation, aides and adaptations create equality. It is important that we are flexible in our approach to meeting people's needs. If we make a rule to always do a certain thing or behave in a certain way or have a certain expectation, we may become discriminatory as to all have equality of opportunity, we all need things to be a little bit different.

Valuing diversity: Appreciation of diversity is about understanding that we are all of equal value as individuals and all bring different strengths, ideas, opinions and experiences to everything we do. Diverse teams are stronger teams. We are all different and our difference's help to create resilience; different ways of looking at and solving problems, understanding of a wider range of different situations, different perspectives. The more different we are the more we can achieve when we bring that all together. Valuing diversity is recognising that people's uniqueness is precious.

Differentiation is how we may take one objective and approach it in many ways to help everyone in a group have equal access and opportunity to reach that goal. As teachers if on teaching strategy doesn't work, we would expect to try and teach the same thing in a different way.

Stereotypes are misguided assumptions made about other people or other groups of people. The generalisations we make when we stereotype are hurtful and these stereotypes if acted upon are discrimination.

Discrimination is when we take an action that excludes an individual or a group of individuals from an activity, opportunity or event based on an assumption or prejudice we hold about them and their characteristics. Discrimination happens directly as a result of prejudice or indirectly by making a general set of rules that make specific individuals feel excluded. People

can also be discriminated against due to an association with someone else. Discrimination can be direct, indirect or associative.

We all have protected characteristics. These are characteristics which make us unique such as our race, gender, religious beliefs, sexuality or age. It is illegal to discriminate against an individual because of their protected characteristics.

The Equality Act lists the protected characteristics we all have in law as age, disability, gender reassignment, marriage or civil partnership, pregnancy or maternity, race, religion or belief and sex.

Prejudice is formed when we are taught or told stereotypes and misinformation about others. If we act upon those prejudices this becomes discrimination, Discrimination causes harm.

Privilege: one of the biggest challenges we face in eradicating discrimination is privilege because for every person who is not chosen because they 'do not fit' another person is chosen 'because their face fits'. We are not all on a level playing field, some people have characteristics which mean they are chosen often because of other people's unconscious or conscious bias. Other people are then also not chosen because of how they look or how they present, and the prejudice or stereotypes held by others about their characteristics. It is illegal to do this.

Intersectionality: We are all different, individual, and unique. We all have many characteristics and the way these characteristics combine is important. No one is just male or just female, they may be for example female, black, Muslim. All our protected characteristics combine to make us who we are and the culture and society we live in dictates the impact our protected characteristics have on our lives, the way we view ourselves and the way others view us there for often having an impact on our opportunities.