

GRACE DANCE: EQUALITIES POLICY

Policy Purpose and Scope

The purpose of this Equal Opportunities Policy is to communicate our commitment to equality of opportunity in employment, with the aims of ensuring that all those working at or applying to work at Grace Dance are treated fairly and equally, and supporting Grace Dance objective of providing a working environment that is free from discrimination.

The policy applies to all staff within Grace Dance including dance teachers, guest teachers and support staff. All staff are expected to put this policy into practice. A copy of this policy will be distributed to all those working at Grace Dance and will be made available to other workers on their engagement. Job seekers and applicants will be sent a copy of the policy on request. Any questions about the policy should be directed to Grace Dance. The policy is regularly reviewed and may be amended at any time.

Policy Statement

Grace Dance is fully committed to providing equality in the workplace and 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 aim to create a working environment that is free from discrimination and harassment in any form, in which all staff, students and parents are treated with dignity and respect.

- Staff

Grace Dance will not unlawfully discriminate in the arrangements we make for recruitment and selection of staff or in the opportunities afforded for employment. All decisions will be made fairly and objectively. We aim, as far as reasonably practicable, to ensure that all our working practices are applied fairly and consistently and, where necessary, we will take reasonable steps to avoid or overcome any particular disadvantage these may cause and to promote equality. Grace Dance respects an individual's right to choose whether or not to belong to a trade union and membership status will have no bearing on an applicant's suitability for employment or result in any detrimental treatment when working for the us.

- Students

Students will be treated fairly irrespective of disability, gender, gender reassignment, race including colour, ethnic or national origins and nationality, religion or belief or sexual orientation. No student will be treated less favourably than others because of any of these characteristics.

We encourage parents to inform us of any disabilities, impairments or conditions (for example dyslexia or any physical, sensory or mental health condition) at the earliest opportunity so that support can be put in place where possible for a suitable class. We will take reasonable steps, wherever possible, to give opportunity for students with extra needs to take part in classes. Each student's needs and reasonable adjustments for classes will be considered on a case by case basis and will be discussed with parents openly.

Grace Dance operates under the umbrella of the Imperial Society of Teachers of Dancing Equality and Diversity Policy (July 2016). As such, there are 2 circumstances of which teachers must be aware:

- Minimum age limits apply for entry to some examinations and qualifications. This is either to protect the health and safety of the candidates where physical development may be insufficient to meet the demands of certain syllabi, or where they are responsible for children in class.
- Certain sections of some performance examinations are designed particularly for either male or female dancers. This reflects the realities and requirements of the dance profession and should in no way be construed as sex discrimination. Candidates, including transgender candidates may enter for their preferred syllabus according to the gender with which they choose to identify in relation to dance

Equal Opportunities Lead

Fiona Ramasami (Principal) is responsible for monitoring and reviewing the policy and for ensuring that all employment-related policies, procedures and practices adhere to this policy. All staff have a responsibility not to discriminate or harass other staff or customers and to report any such behaviour of which they become aware to Fiona Ramasami. Fiona Ramasami is responsible for implementing the Equal Opportunities Policy and must apply the policy as part of their day-to-day management of Grace Dance. Fiona Ramasami has overall responsibility for the effective operation of this policy and for ensuring compliance with the Equality Act 2010 and associated legislation and for

observing relevant Codes of Practice. Fiona Ramasami 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.

Raising a Complaint of Discrimination

If you believe you have been discriminated against, you should raise the matter with Fiona Ramasami. Any employee who is found to have committed an act of discrimination, or breached this policy in any other way, will be subject to action under the Disciplinary Procedure, up to and including dismissal. Non-employees will be subject to appropriate formal action that may, depending on the circumstances, involve terminating any contract or agreement. Grace Dance will also take seriously any malicious or, in its opinion, unwarranted allegations of discrimination and will take appropriate action, disciplinary or otherwise, where necessary.

Creating Equal Opportunities in the Workplace

Grace Dance aims to ensure equal opportunities in the workplace, from recruitment and selection to career development.

- Grace Dance aims to ensure that employment policies and practices, including any rules or requirements, do not directly or indirectly discriminate and are applied in a non-discriminatory manner. In particular we will ensure that all disciplinary decisions are fair and consistent.
- All individuals have a right to be treated with dignity and respect and we at Grace Dance shall take reasonable steps to protect staff from discrimination, bullying or harassment and, in the event of a complaint, we will take appropriate action to prevent, as far as possible, a further occurrence. All staff are encouraged to report any incidents of inappropriate or unacceptable behaviour at work, including at work social events or at formal or informal events involving staff, customers or other work-related contacts.

All Grace Dance staff or volunteers are to adhere to this policy, as agreed upon the signing of their contract.

Policy updated: September 2021

Fiona Ramasami, Grace Dance (Principal)