

## Dance Collective Equal Opportunities Policy 2026–2027

### Introduction

Our dance school is committed to promoting equality, diversity, and inclusion in all aspects of our programs and activities. We strive to provide a welcoming environment where everyone, regardless of background, identity, or ability, can participate, develop skills, and thrive. This policy applies to all students, staff, volunteers, and anyone involved with the dance school.

### Equal Treatment and Non-Discrimination

We are dedicated to ensuring that all individuals are treated with fairness, dignity, and respect. Discrimination, harassment, or victimisation based on age, gender, race, ethnicity, religion, sexual orientation, disability, or any other protected characteristic will not be tolerated. Our commitment aligns with applicable legislation and best practices in equality and inclusion.

### Accessibility and Inclusion

We take reasonable steps to ensure that our facilities, classes, and activities are accessible to individuals with disabilities. Where possible, we make accommodations to support participation and adapt our teaching methods to meet the varied needs of students. Our aim is to create a supportive and inclusive learning environment for everyone.

### Recruitment and Employment

Opportunities within the dance school are promoted in a way that reaches a diverse audience. Recruitment, selection, and employment decisions are based solely on merit, qualifications, and suitability for the role, with no form of discrimination. We are committed to ensuring fair access to all opportunities within the school.

### Curriculum and Teaching

Our curriculum reflects the cultural, artistic, and ethnic diversity of our students and the wider community. We promote positive role models and celebrate diversity by including a wide range of dance styles, traditions, and choreographers in our teaching. We aim to inspire students by showcasing the richness of dance in its many forms.

### Bullying and Harassment

Bullying, harassment, or behaviour that intimidates, degrades, or marginalises any individual will not be tolerated. A clear process is in place for reporting such incidents, and we will take prompt and appropriate action to resolve concerns.

### Communication and Consultation

We maintain open communication channels so individuals can express their views, concerns, or suggestions regarding equality, diversity, and inclusion. Students, parents, guardians, and staff are encouraged to share perspectives, which are considered in decision-making to ensure the school remains inclusive and responsive.

### Training and Awareness

All instructors, staff, and volunteers receive ongoing training on equality, diversity, and inclusion. This includes awareness of unconscious bias, stereotypes, and the impact of language and behaviour. Our aim is to foster a culture of empathy, respect, and understanding within our community.

### Review and Monitoring

This policy is reviewed annually to ensure its effectiveness and relevance. We monitor enrolment, participation, and retention to identify and address any potential barriers to equality or inclusion. Adjustments are made as needed to ensure continuous improvement.

### Acknowledgment

By enrolling in our dance school for the 2026–2027 season, all students, parents, guardians and staff agree to uphold the Equal Opportunities Policy. Together, we create a respectful and inclusive environment where everyone can succeed.