



Katy Anne Robinson School of Dance

Equality, Diversity and Inclusion Policy

KAR Dance is committed to promoting an environment where all individuals are encouraged to achieve their full potential and develop their skills. We strive to create a culture which embraces equality, values inclusivity, celebrates diversity and treats all our students with dignity and respect.

We undertake to comply with the requirements of current equalities legislation and not discriminate against any student, teacher or customer either directly or indirectly; by association or perception; or by harassment.

These statements are further supported by our 'Ethos' and 'Code of Professional Conduct and Standards'.

Protected characteristics:

Direct discrimination occurs where the reason for a person being treated less favourably than another is one of the following, which are known as *protected characteristics*:

- age
- disability
- gender reassignment
- marriage and civil partnership
- pregnancy and maternity
- race
- religion or belief
- sex
- sexual orientation

In the Equality Act of 2010, a person is "disabled" if he or she has a physical or mental impairment that has a substantial and long-term effect that is on his or her ability to carry out normal day to day activities

We will do this by

- Following the professional standards and codes of practice set by the RAD and ISTD with whom we are registered members.
- Working in an open, encouraging and sensitive manner to create an inclusive and supportive environment where our students are treated equally.
- Providing students equal access to opportunities and participation.
- Making sure the conditions, rules policies or practices of KAR Dance do not disadvantage people with a protected characteristic.
- Building relationships and making that acknowledge and respect individual differences
- Making provisions for student's individual needs, including: special educational needs; neuro-diversities; gifted and talented students and any needs associated with protected characteristics.
- Using inclusive language in our classes that is culturally appropriate – avoiding stereotypes in examples and actively promoting multiculturalism
- Planning lessons that reflect the diversity of the classroom and using a variety of teaching methods
- Challenging negative attitudes, inappropriate behaviour or unfairness when leading a class
- Following our safeguarding measures to protect children and vulnerable adults from harm, neglect or abuse. (*KAR child protection policy*)
- Setting clear expectations for our students that they should treat each other how they wish to be treated (*see expectations for students*)
- Not tolerating bullying
- Providing students and families the opportunity to communicate with their teachers and to give feedback and keeping an open door approach.
- Being transparent about our terms and conditions of business, policies and practices by making them available on our website.
- Taking seriously any reports of harassment, bullying or discrimination



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Examination Syllabus and Examinations Boards

The examination boards who curriculum we follow and are members of - The RAD and the ISTD - have professional standards that describe the expected conduct of member teachers, which include inclusivity and non-discrimination. They also have their own equality policies in place, to ensure that examination achievement is measured against assessment criteria according to ability.

However it should be noted that:

- “Minimum age limits apply for entry to some examinations and qualifications to protect the health and safety of the candidate where physical development may be insufficient to meet the demands of the syllabus
- Some exercises within a syllabus will be 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.”

For information on our examination entries process, please see the section in our '*Quality Assurance Policy*'.

Further information

- [The RAD](#)
- [The ISTD](#)
- Equality Act 2010
- Equality guidance for businesses 2015

We are committed to reviewing our policy and good practice **annually**.

This policy was last reviewed on (date): *February 2020*

Reviewer: **School Principal, Katy Murphy**