

DANCE PROJECTION

Inclusion, Equality & Diversity Policy

Policy Statement

This policy applies to all students at Dance Projection, in classes, online, on stage, and at every stage of their learning journey.

Dance Projection is committed to the active promotion of inclusion, equality, and diversity. Every student has the right to be treated fairly, with respect and dignity, and to be supported in reaching their full potential. All staff, students, and families are expected to uphold these principles and contribute to an inclusive, positive learning environment.

Mission

Dance Projection will work with individuals, families, and the community to achieve outstanding training and personal successes. Our aim is to ensure every student has the opportunity to develop their skills, fulfil their potential, and thrive in a safe, respectful, and inspiring environment.

General Principles

Dance Projection will:

1. Build a learning environment where the individual needs of each student are recognised and supported.
2. Provide access to high-quality dance and performing arts training for all students, aiming for excellence in achievement and progression.
3. Ensure freedom from discrimination, harassment, and bullying on the grounds of race, gender, class, sexual orientation, marital status, age, religion or belief, culture, mental health, learning difficulty, disability, ex-offending status, or any other factor.
4. Promote and celebrate diversity through teaching, mentoring, and support systems.
5. Foster mutual respect and understanding between all students, staff, and families.
6. Comply with equality legislation and keep our staff, students, and parents informed of any relevant developments.
7. Share and promote examples of good practice and positive role models.
8. Maintain codes of practice that:

- Encourage diversity and creativity.
 - Embed inclusive values across all areas of training and performance.
 - Provide staff training to understand and support the needs of all groups.
 - Support students to reach their full potential.
 - Are reviewed annually to remain up to date.
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Responsibilities

Principals

- Hold overall responsibility for the implementation of this policy.

Staff

- Foster mutual respect and understanding in every class, rehearsal, and performance.
- Ensure equality of opportunity is upheld in line with this policy and its Code of Practice.

Students

- Treat peers, staff, and visitors with respect.
 - Help create an environment free from discrimination, bullying, or prejudice.
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Positive Action

Dance Projection supports positive action (not positive discrimination) to help all students develop their potential and overcome barriers caused by disadvantage or discrimination.

Complaints & Redress

- Any student or parent who feels they have been discriminated against should first raise the matter with the Principal for informal resolution.
 - Formal complaints about Dance Projection or a member of staff should be submitted in writing to dance.projection@yahoo.com within 90 days of the informal stage.
 - Formal complaints about another student should be raised with the Principal and may result in action under the Student Disciplinary Procedure.
 - Dance Projection will challenge all discrimination and will not hesitate to apply disciplinary procedures where required.
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Code of Practice

All staff, students, and families are expected to:

- Respect and uphold equality, inclusion, and diversity.
- Create and maintain an environment free from discrimination and harassment.
- Treat all members of the Dance Projection community with dignity and understanding.
- Be mindful of the rights and diversity of others.
- Report any concerns about discrimination, bullying, or prejudice.

Dance Projection also works within the equality policies and requirements of our awarding and funding partners.

Review

This policy will be reviewed annually, or sooner if legislation or practice requires.