
EQUAL OPPORTUNITIES POLICY



Centre Stage Dance and Drama Ltd (CSDD) has a firm commitment to ensuring equality of opportunity exists throughout the school.

It acknowledges a constant need to be vigilant to ensure that none of its teachers, volunteers or anyone who works on behalf of CSDD will discriminate in terms of gender, disability, race, religion, sexual orientation, social background or age.

In the interests of everyone involved in delivering and accessing CSDD opportunities, the school has willingly embraced an Equal Opportunities Policy. All at CSDD are required to make sure there are no discriminatory practices in any procedures or practice of the school.

CSDD recognises and respects that teachers have their own responsibilities for the way in which they run their classes, but our teachers will find no problem in ensuring that the way in which they deliver classes at CSDD does not conflict in any significant way with the Equal Opportunities Policy below.

CSDD Aims To Achieve This By

- Addressing the right and need for everyone to be treated with respect and dignity in an atmosphere free from threat or abuse.
- Ensuring that no-one receives less favourable treatment which cannot be justified in relation to good employment practice, individual merits and abilities.

Purposes

- To promote positive attitudes and equality for all.
- To ensure no-one considers themselves to be discriminated against.
- To ensure the standards of CSDD are not compromised by prejudiced expectations of anyone's capabilities.
- To challenge discrimination relating to behaviour, attitude and levels of achievement.
- To ensure the activities at CSDD demonstrate acceptance of cultural and social diversity.

Guidelines

- Every contact and procedure within the organisation is affected by CSDD's Equal Opportunities Policy. It affects most explicitly such procedures as those involved in, appointments, customer service and teaching. A culture must exist throughout CSDD in which everyone is conscious of, and willing to challenge inequality.
- Any changes made within CSDD must be consistent with the principles of equality of opportunity. Contacts and procedures should avoid stereotyping people, and should discourage them from stereotyping themselves.
- Ways of treating people and attitudes to issues such as dress, verbal and non-verbal behaviour will be non-discriminatory.
- Access to all services and activities at CSDD will be non-discriminatory.
- Appointments, professional development and promotion are undertaken on the basis of skills, qualifications, experience, aptitude and abilities teachers, volunteers or anyone who works on behalf of CSDD can bring.
- All teachers must receive a copy of this Equal Opportunities Policy and be informed that they are expected to comply with it.
- All learning resources, literature, marketing and publicity materials made available must be free from stereotypes, discriminatory assumptions, images and language.
- Should anyone within CSDD be aware of any discriminatory practice occurring, they must report it to the Principal, who will take action to investigate and deal with the matter.

Implementation

- The success of this policy depends on the commitment of everyone at CSDD and it is their responsibility to comply with its terms.
- A climate must exist where everyone at CSDD can go about their business in an atmosphere free from threat and abuse.

Monitoring

The effectiveness of this policy relies on all at CSDD being vigilant and by reporting any instances where CSDD's Equal Opportunities Policy is being violated. The effectiveness will also be monitored by the Principal on a regular basis through the following:

- Analysis of feedback.
- Analysis of records of comments made.

- Complaints.

Harassment

- Where anyone at CSDD feels that they are being harassed, the details should be reported to the Principal.
- Personal harassment is behaviour that is objectionable and offensive and which might threaten the victim's security or create an intimidating or hostile environment which may hinder them in their performance.
- Bullying is included in this category.

Equal Opportunities

Those at CSDD must ensure their language (spoken and written) does not contain racist, sexist and other discriminatory assumptions. Verbal and non-verbal communication must meet the principles of inclusion.

Development

Teachers, volunteers and anyone working on behalf of CSDD will be given awareness raising opportunities so that the Equal Opportunities Policy can be implemented and promoted effectively.

This policy will be monitored and reviewed for its effectiveness on a regular basis. The guidelines take account of the relevant provisions of the Sex Discrimination Act (1975), Race Relations (1976) the Disability Discrimination Act (1995), the Rehabilitation of Offenders Act (1974) and the Human Rights Act (1998).