

Equality, Diversity and Inclusivity Policy

Introduction

The principles of EDI (Equality, Diversity, and Inclusion) aim to ensure fairness, respect, and equal chances for everyone, irrespective of their background or identities. Ballet Boost is committed to fostering a dance community and learning environment that is diverse and inclusive, providing equal opportunities for all.

We commit to abiding by the mandates of existing equality laws and ensuring that no student, teacher, or customer faces discrimination, whether it be direct or indirect, based on association, perception, or harassment.

Purpose of this policy

The purpose of this policy is to guarantee that every individual associated with Ballet Boost, including students and staff, feels appreciated, respected, and receives equal treatment as outlined in the Equality Act 2010.

Aims and Objectives

- **Fostering Inclusivity:** We will actively foster an inclusive learning and working environment where everyone feels supported, valued, and empowered to achieve their utmost potential.
- **Fair Recruitment and Admissions:** Our recruitment and admissions processes will be impartial, transparent, and devoid of bias. We welcome applications from diverse backgrounds and will make reasonable accommodations to cater to individual requirements.
- **Zero-Tolerance to Discrimination:** Discrimination, harassment, and bullying will not be tolerated.
- **Support and Accessibility Provision:** We will offer appropriate support to students and staff with disabilities, including reasonable accommodations to facilitate their full participation.
- **Continuous Monitoring and Evaluation:** We will regularly evaluate our progress in implementing this EDI Policy, incorporating feedback from students, staff, and families, and making necessary adjustments to enhance our EDI practices.
- **Collective Accountability:** All members of staff bear the responsibility of actively monitoring the implementation of the Equality and Diversity Policy.

Language

We recognize the importance of using appropriate language and are guided by the following principles:

- Refraining from perpetuating stereotypes or biases.
- Abstaining from intentional offense or harm.
- Cultivating an environment that nurtures self-esteem for every individual.
- Recognizing and honoring the diversity of backgrounds within our school community, with a shared dedication to correctly spelling and pronouncing names.
- Using accurate and respectful language when referring to specific groups or individuals.

Complaints

Any person wishing to complain about any issue dealt with by this policy should email emmanorthmore@yahoo.com