

EQUAL OPPORTUNITIES POLICY

1. Introduction

I. MINI PROFESSIONALS DANCE ACADEMY provides extra-curricular dance classes to children aged 0-18 years both in and out of school settings. The company provides performance opportunities at both internal and external events as well as workshops and dance camps. The company provides dance and fitness classes to adults of all ages.

II. The Company address is:

12 Banbury Road

Kidlington

Oxfordshire

OX5 2BT

Company Number: 09980761

III. Mini Professionals Dance Academy expects every working or helping adult to support and comply with this Policy. This policy applies to all staff, managers, volunteers, students or anyone working on behalf of the Company

2. Statement:

I. This policy is intended to ensure equal opportunities are provided to all students and staff.

II. The Equality Act 2010 replaced nine major Acts of Parliament and other regulations and covers all the types of discrimination that are unlawful.

Mini Professionals Dance Academy are committed to providing equal opportunities to its students and staff members.

3. Students

- I. The Company will treat all pupils or potential pupils the same and will not discriminate against or victimise a pupil or potential pupil:
 - In relation to offering students a place in class
 - In the quality of provision of dance during class or at events
 - In the inclusion of a pupil in showcases or other events
 - By excluding a pupil from class or other events without due cause¹

Should any student, parent or staff member feel that discrimination has taken place they are able to report the incident to MPDA ²management for review.

- II. The Company is committed to ensuring a high standard of dance education is provided to all pupils regardless of race, gender, age, sexual orientation or educational or physical needs. However, we recognise that some students have higher needs than others and so the following procedures are in place to insure SEN students or students with physical disabilities are able to take part in class and events:
 - MPDA will work with the parents or guardians of any pupils with SEN to decide which class is most suitable and whether or not the student requires 1:1 support during class or at an event
 - Should the student require 1:1 support, the parent or guardian will be able to support their child throughout the class

¹ See Safeguarding Policy for details on when exclusion may be considered

² General Manager: Emily Thresher, emily@mpdance.co.uk
Assistant Manager: April Harvey april@mpdance.co.uk

- At events MPDA can assign a teacher to work on a 1:1 basis with the student
- MPDA staff will be ensure the content of their classes can be adapted to suit the needs of all pupils in the class and are committed to ensuring that all students flourish
- All venues but one have access for wheelchair users in the form of ramps or lifts. MPDA will ensure that wheelchair users are always offered a class at a venue with access.

4. Staff

- I. The Company is committed to ensuring equal opportunities to all staff and applicants and will not discriminate against any member of staff or applicant based on age, gender, race, sexual orientation or religious beliefs. Staff are selected by BETHANY GORTON based on training, experience and talent.
- II. The Equality Act 2010 gives every person the right to same pay for the same job regardless of gender. Contractors pay is at the discretion of BETHANY GORTON and may vary from class to class due to the nature of the type of dance provision the Company offers. However, the Company is committed to ensure there is no discrimination based on age, gender, race, sexual orientation or religious beliefs.

5. Other Policies

This Policy should be read together with the following policies:

- Staff Behaviour Policy
- Safeguarding Policy

This Policy is due for review every YEAR.

Signed:  _____

BETHANY GORTON (PRINCIPAL)

Date: 01/06/2022 _____