



Linzi Grace School of Dance

Equality, Diversity & Inclusion Policy

Aligned with the Equality Act 2010

1. Policy Statement

Linzi Grace School of Dance is committed to creating a safe, welcoming, and inclusive environment where every child feels valued, respected, and able to participate fully in dance.

We believe that dance should be accessible to all children regardless of their background, identity, or ability. Our school actively promotes equality, celebrates diversity, and works to remove barriers to participation.

This policy supports our commitment to the principles of the **Equality Act 2010**, ensuring that no student, parent, staff member, or volunteer experiences discrimination, harassment, or victimisation.

2. Scope of this Policy

This policy applies to:

- All students
- Parents and guardians
- Teachers and assistants
- Volunteers
- Visitors
- Anyone participating in activities organised by Linzi Grace School of Dance

It covers all classes, rehearsals, performances, events, communications, and online platforms associated with the school.

3. Our Commitment to Equality

Linzi Grace School of Dance will:

- Treat all children and families with dignity and respect
- Provide equal opportunities to participate in dance
- Ensure our practices are fair and transparent
- Challenge discrimination and inappropriate behaviour
- Promote a positive and supportive learning environment

We recognise and respect the diversity of our students and families, including differences in:

- Age
- Disability
- Gender identity
- Race and ethnicity
- Religion or belief
- Sexual orientation
- Socioeconomic background
- Family structure

4. Protected Characteristics

Under the Equality Act 2010, discrimination based on the following protected characteristics is unlawful:

- Age
- Disability
- Gender reassignment
- Marriage and civil partnership
- Pregnancy and maternity
- Race
- Religion or belief
- Sex
- Sexual orientation

Linzi Grace School of Dance does not tolerate discrimination based on any of these characteristics.

5. Inclusion of Students with Special Educational Needs and Disabilities (SEND)

We believe every child should have the opportunity to experience the joy and benefits of dance.

Linzi Grace School of Dance will make reasonable adjustments wherever possible to ensure children with Special Educational Needs and Disabilities (SEND) can participate in classes.

This may include:

- Adapting teaching methods
- Allowing additional time to learn choreography
- Modifying movements where necessary
- Providing additional support or guidance
- Communicating with parents to understand each child's needs
- Creating a supportive and patient learning environment

Parents and guardians are encouraged to inform the school of any medical conditions, learning needs, or additional support requirements during registration so that appropriate support can be provided.

While we aim to accommodate all children wherever possible, we will always prioritise the safety and wellbeing of all students.

6. Anti-Discrimination and Anti-Harassment

Discrimination, bullying, harassment, or exclusion will not be tolerated at Linzi Grace School of Dance.

Examples include:

- Racist, sexist, or discriminatory language
- Mocking or excluding a child because of ability or disability
- Bullying based on appearance, background, or identity
- Any behaviour that makes another child feel unsafe or unwelcome

If such behaviour occurs, it will be addressed promptly and appropriately.

Depending on the situation, this may involve:

- Speaking with the student(s) involved
- Informing parents or guardians
- Implementing behavioural support strategies
- Taking further action if behaviour continues

Our goal is always to educate, support, and promote respectful behaviour.

7. Inclusive Teaching Practices

Teachers at Linzi Grace School of Dance aim to create a positive learning environment by:

- Encouraging participation and confidence

- Supporting students of all ability levels
- Promoting teamwork and kindness
- Celebrating individual progress rather than comparison
- Using inclusive and respectful language

We believe that dance should build self-esteem and confidence for every child.

8. Accessibility

Where possible, Linzi Grace School of Dance will work with venues to ensure classes take place in spaces that are safe and accessible.

If a student requires additional support or adjustments to participate, we will work collaboratively with parents and guardians to explore suitable solutions.

9. Reporting Concerns

Parents, students, or staff who believe discrimination or unfair treatment has occurred are encouraged to raise concerns with the school.

Concerns can be reported to the school principal: **Linzi Grace**

All concerns will be treated seriously, handled sensitively, and addressed as quickly as possible.

10. Monitoring and Review

This policy will be reviewed regularly to ensure it remains effective, inclusive, and compliant with relevant legislation.

Feedback from parents, students, and staff may be used to improve our approach to equality and inclusion.