

Equality, Diversity and Inclusion Policy

Policy Statement

Berkshire Dance Academy is committed to providing an inclusive, welcoming and supportive environment for all students, parents/carers, staff and visitors.

We believe that everyone has the right to be treated with dignity and respect and to have equal access to opportunities, regardless of background or personal characteristics.

We actively promote equality, celebrate diversity and challenge discrimination in all its forms. This policy reflects our commitment to ensuring that all individuals feel valued, safe and able to participate fully in dance education.

Legal Framework

This policy is informed by and complies with the Equality Act 2010, which protects individuals from discrimination, harassment and victimisation on the basis of protected characteristics, including but not limited to:

- Age
- Disability
- Gender reassignment
- Marriage and civil partnership
- Pregnancy and maternity
- Race (including colour, nationality, ethnic or national origin)
- Religion or belief
- Sex
- Sexual orientation

Scope

This policy applies to all aspects of Berkshire Dance Academy, including:

- Students and prospective students
- Parents and carers
- Staff, teachers, volunteers and contractors
- All school activities, classes, performances, examinations and events

Commitment to Equality and Inclusion

Berkshire Dance Academy is committed to:

- Treating all individuals fairly, respectfully and without discrimination
- Providing equal access to learning and performance opportunities
- Creating a safe, positive and inclusive environment
- Making reasonable adjustments where appropriate to support individual needs
- Ensuring policies and practices reflect inclusive values

Inclusive Practice

We promote inclusive practice by:

- Valuing individual differences and abilities
- Encouraging respectful behaviour and positive attitudes
- Adapting teaching approaches where reasonable
- Challenging inappropriate language, behaviour or attitudes
- Ensuring staff and volunteers understand their responsibilities in promoting equality

Discrimination, Bullying and Harassment

Discrimination, bullying or harassment will not be tolerated.

Any concerns relating to equality, diversity or inclusion will be taken seriously and addressed promptly and sensitively.

Where a concern involves the welfare or safety of a child or vulnerable person, it will be managed in line with the school's Safeguarding Policy.

Safeguarding Link and Reporting Concerns

Berkshire Dance Academy recognises that equality, diversity and inclusion are closely linked to safeguarding. Any concerns that relate to discrimination, exclusion or unequal treatment which may impact a child's welfare should be reported in accordance with the Safeguarding Policy.

The Designated Safeguarding Lead (DSL) and main point of contact for concerns is:

Eva Whittall & Charlotte Forster
Email: Info@berkshiredanceacademy.co.uk

Concerns can be raised by students, parents/carers, staff or volunteers and will be handled confidentially and appropriately.

Roles and Responsibilities

- Principal / DSL: Responsible for implementing this policy and responding to concerns
- Staff and Volunteers: Responsible for promoting inclusive behaviour and adhering to this policy
- Students and Parents/Carers: Expected to support and respect an inclusive environment

Monitoring and Review

This policy will be reviewed annually, or sooner if required due to legislative changes, safeguarding matters or developments within Berkshire Dance Academy.

Date of Issue: January 2026