



Cascade Dance Equal Opportunity Policy

Written October 2008

Updated 5th September 2024

Cascade Dance is committed to providing a welcoming, inclusive, and supportive environment where all individuals—whether teachers, students, or staff—are treated with dignity and respect. We believe that everyone should have equal access to the opportunities we provide, regardless of their background, identity, or personal circumstances.

The company belief is that all individuals, irrespective of origin, age, gender or ability, have the right to experience the power of self-expression through dance, movement and the arts.

The law defines Equal Opportunities in The Equal Pay Act 1970, Sex Discrimination Act 1975, Race Relations Act 1976 and the Disability Discrimination Act 1995. Recommendations from these acts have been applied when writing this policy. When referring to Cascade Dance staff this includes: artists, administrative staff, company dancers/teachers, contracted freelance teachers and volunteers.

This policy outlines our commitment to promoting equality, eliminating discrimination, and fostering a diverse and inclusive culture

Purpose and Commitment

This policy applies to all individuals involved with Cascade Dance, including:

- Teachers
- Students (including children and adults)
- Parents and guardians
- Staff and volunteers
- Contractors
- Visitors
- Venues and external settings

1. Key Principles

We are committed to ensuring that:

- Everyone is treated fairly, equally, and with respect, regardless of age, disability, gender, gender reassignment, marital or civil partnership status, pregnancy or maternity, race, religion or belief, sex, sexual orientation, or socio-economic background.
- All students, teachers, and staff have equal access to the opportunities, services, and resources provided by [Your Dance Company Name].
- Barriers to participation in classes, events, and activities are actively identified and removed.
- Discriminatory, harassing, or victimizing behaviour is not tolerated and will be addressed promptly and appropriately.

2. Legal Framework

This policy is developed in accordance with the relevant legislation, including:

- The Equality Act 2010
- The Human Rights Act 1998
- The Children Act 1989 and 2004
- The Disability Discrimination Act 1995 and 2005

3. Objectives

1. Equality of Access and Participation

- Ensure that all classes, workshops, and activities are open and accessible to everyone, including those with disabilities, learning needs, or other additional support requirements.
- Provide adjustments and accommodations to meet the specific needs of individuals where reasonably possible, such as offering accessible venues or tailoring teaching styles to suit different learning needs.



- Create an inclusive dance curriculum that reflects and values diversity, incorporating a range of dance styles, traditions, and cultural practices.

2. Inclusive Learning and Teaching Environment

- Promote a supportive and welcoming learning environment that celebrates diversity and respects individual differences.
- Encourage inclusive teaching methods that consider the varied needs and learning styles of students.
- Equip teachers and staff with the necessary knowledge and skills to foster inclusion, through regular training and awareness-raising initiatives.

3. Anti-Discrimination

- Ensure that no individual is discriminated against based on their personal characteristics or circumstances.
- Respond promptly to any complaints or concerns regarding discriminatory behaviour, bullying, harassment, or victimisation within our company.
- Provide clear and accessible reporting mechanisms for individuals to raise concerns, ensuring confidentiality and impartiality in investigations.

4. Recruitment and Employment

- Ensure that the recruitment of teachers, staff, and volunteers is based on merit, skills, and experience, and that all applicants are given equal opportunities.
- Promote a diverse workforce and encourage applications from underrepresented groups.
- Make reasonable adjustments to the recruitment process to accommodate candidates with disabilities or additional needs.

4. Roles and Responsibilities

- Teachers and Staff: All teachers and staff are responsible for creating an inclusive learning environment and promoting equality and diversity in all interactions with students, parents, and colleagues. They are also expected to challenge any instances of discrimination, bullying, or harassment and report concerns to management.

- **Students:** Students are expected to treat each other with respect and report any incidents of discrimination or harassment. Parents or guardians of young students should also foster respectful behaviour and address any concerns with management.
- **Management:** The management team is responsible for ensuring that this policy is implemented effectively and reviewed regularly. They must take prompt action to address any breaches of this policy and ensure all staff and students are aware of their responsibilities.

5. Complaints Procedure

- Any individual who feels they have been subject to discrimination, harassment, or unfair treatment is encouraged to report the incident(s) to a member of the management team.
- Complaints will be handled in confidence, and investigations will be conducted impartially.
- Where necessary, appropriate disciplinary action will be taken in line with our policies.

6. Monitoring and Review

This policy will be reviewed annually to ensure it remains current and effective. We will also monitor its impact through feedback from teachers, students, staff, and parents, and adapt it to address any issues that arise.

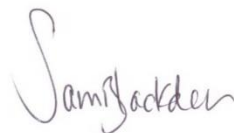
Policy Review and Amendments

This policy will be reviewed annually and is subject to change as necessary. All students and parents will be notified of any amendments in advance.

Signed:

Samantha Blackden, Artistic Director

5th September 2024



Ricia Taylor, Artistic Director

5th September 2024

