



## **EQUAL OPPORTUNITIES POLICY**

### **1. Purpose**

At Elevations Dance, we are committed to promoting equality, diversity, and inclusion. We believe everyone should have equal access to dance opportunities, regardless of their background or personal characteristics. This policy sets out our commitment to treating everyone fairly and with respect.

### **2. Our Commitment**

We will:

- Provide an environment where everyone feels valued, welcomed, and supported.
- Ensure that no one is discriminated against, harassed, or disadvantaged because of age, race, ethnicity, nationality, gender, gender identity, sexual orientation, disability, religion or belief, marital status, pregnancy or maternity, or any other protected characteristic.

- Promote equal opportunities in all aspects of our activities, including classes, performances, hiring staff, and volunteering.

### 3. Scope

This policy applies to all staff, volunteers, participants, parents, contractors, and anyone involved with Elevations Dance.

### 4. Implementation

- We will make reasonable adjustments to accommodate different needs and remove barriers to participation.
- Our recruitment, selection, and training processes will be fair and transparent.
- We will challenge and address any form of discrimination, bullying, or harassment.
- We will encourage respect and understanding among all members of our community.

### 5. Reporting and Addressing Concerns

If anyone feels they have experienced discrimination or unfair treatment, they are encouraged to speak to a member of staff or the designated Equal Opportunities Officer. All concerns will be taken seriously, investigated confidentially, and addressed promptly.

### 6. Monitoring and Review

We will regularly review our policies and practices to ensure they promote equality and diversity effectively and respond to any changing needs.

### 7. Contact

Equal Opportunities Officer:

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