

Equal Opportunities and Equality Act policy

In accordance with its ethos, the West London School of Dance is committed to ensuring that the resources and talents of all its staff and students are utilised to the full and that no job applicant, employee or student receives less favourable treatment in any aspect of employment or of education. For the purposes of this policy, discrimination means treating people less favourably than others on the grounds of their age, sex, marital status, sexual orientation, gender reassignment, race, ethnic origin, disability, religion or religious beliefs, whether this be direct or indirect by applying a provision, criterion or practice, which disadvantages such persons.

In order to achieve this, the school will implement a positive action programme requiring that:

* Selection procedures, both for students and staff, are periodically evaluated and reviewed.
* Employment terms, conditions and benefits as well as facilities and services offered as a consequence of employment are regularly reviewed.
* Opportunities for in-service training are available to staff to enhance their understanding of equal opportunities within schools.
* Any individual who believes that he or she has experienced inequitable treatment within the scope of this policy will have the right to draw this to the attention of the Director.
* All staff and students experience equality of opportunity and encouragement to progress their career within the school and so realise their potential to the fullest extent possible.
* Students are granted absence from school to observe religious celebrations or worships.

Responsibility for the practical application of this policy lies with all members of the school community. Specific responsibility falls upon the Director. Deliberate breach of the policy will be treated as a disciplinary matter.

Reviewed: September 2020 By: L Gabrysch

Disabled access policy

Disability Discrimination Act 2002

The school is committed to ensuring that the resources and talents of all its staff and students are utilised to the full and that no job applicant, employee or student receives less favourable treatment in any aspect of employment or of education on the grounds of gender, ethnic origin, nationality, colour, religious belief, marital status, sexual orientation, socio-economic grouping, disability, learning difficulty or health problem which cannot be shown to be relevant to performance in the job or position within the school.

Wheelchair users are able to access the ground floor at the Du Boisson Dance Studio via a ramp and through double doors at the front of the building. The school has a disabled toilet and changing area. The ground floor dance studio and reception area is fitted with a ramp for easy access. Staff meetings, parent consultations can be held in the reception area or studio and a classroom can also be set up in this space.

|  |  |  |
| --- | --- | --- |
| Action | Timescale | Target & Responsibility |
| Ground floor of the school building accessible to all disabilities and wheelchair users. Toilet and changing areas accessible and dance studio. All fire exits and information in large clear signs. Students assessed to identify learning difficultiesincluding dyslexia. | September 2018 - 2019 | All targets so far have been met and have been checked by the Directors.Staff to arrange a meeting with parents to set targets for their child if needing extra support. |
| Continue staff training to update and revise equal opportunities policy and disabled discriminationspolicy. | September 2018 - 2019 | Staff meetings with all staff Additional help and support for all students who have successfully auditioned but require help in their academic studies. |
| Continue staff meetings regarding the update of all policies. | September 2018 - 2019 | Head of departments. |
| Staff kept up to date with any policy changes.New premises in September2012 allowing additional entry for wheelchair users. | September 2018 - 2019 | Head of departments. |
| New risk assessments in place for off-site classroom and studio space.Wheelchair access in place. | Year 5September 2019 - | Head of department |

Reviewed: September 2020 By: L Gabrysch