

Duet Academy of Dance

EQUALITY, INCLUSION AND DIVERSITY POLICY

Our Commitment

Duet is committed to the principle of equal opportunity in employment. Equality means ensuring everyone has the same opportunities to fulfil their potential free from discrimination. Inclusion means ensuring everyone feels comfortable to be themselves and feels the worth of their contribution. Diversity means the celebration of individual differences.

We will actively support diversity and inclusion and ensure that our employees, volunteers and students are valued and treated with dignity and respect. We want to encourage everyone to reach their full potential.

Responsibilities

Equality of opportunity, valuing diversity and compliance with the law is to the benefit of all individuals at Duet. While specific responsibility for eliminating discrimination and providing equality of opportunity lies with the principal, all staff, volunteers and students have a responsibility to treat others with dignity and respect. The personal commitment of everyone to this policy and application of its principles are essential to eliminate discrimination and provide equality throughout Duet.

Implementation

The principal will ensure that recruitment, selection, training, development and promotion procedures result in no job applicant, employee, volunteer or student receiving less favourable treatment because of a protected characteristic within the Equality Act 2010 which are race, including colour, nationality, ethnic or national origin and caste; religion or belief; disability; sex; sexual orientation; pregnancy or maternity; gender reassignment; marriage or civil partnership; and age. Duet's objective is to ensure that individuals are selected, promoted, and otherwise treated solely on the basis of their relevant aptitudes, skills and abilities.

Reporting

If you consider that you are a victim of unlawful discrimination, the issue should be raised with the Principal, Sara Shaw. Employees should raise the matter through the Grievance Procedure.

Review

This policy will be reviewed on an annual basis by the Principal.