# **Equal Opportunities Policy**

**Uplift Dance & Fitness**



Last Reviewed - April 2025

**1. Introduction**

At Uplift Dance & Fitness, we are committed to providing a welcoming, inclusive, and supportive environment for all our students, staff, and visitors. We believe that everyone, regardless of their background or personal circumstances, should have equal access to opportunities in dance and fitness education and performance. This Equal Opportunities Policy aims to promote fairness and prevent discrimination in all aspects of our school’s operations.

**2. Purpose**

The purpose of this policy is to ensure that all individuals are treated with dignity and respect, and that no one is excluded or disadvantaged due to their race, color, nationality, ethnic or national origin, religion or belief, gender, age, disability, sexual orientation, gender identity, marital status, pregnancy, or any other characteristic protected by law.

**3. Scope**

This policy applies to:

* All students, prospective students, and their families
* All staff, instructors, volunteers, and contractors working for or on behalf of the school
* All visitors, including event guests and performers

**4. Our Commitment**

Uplift Dance & Fitness will:

* Provide equal access to high-quality dance and fitness education and training.
* Treat all individuals fairly and equitably, regardless of their background or characteristics.
* Ensure that all decisions related to admissions, training, assessments, performance opportunities, and employment are made based on merit and ability, without bias or discrimination.
* Provide reasonable adjustments and support to ensure accessibility for people with disabilities.
* Offer a safe and supportive environment free from harassment, bullying, or any form of discrimination.
* Regularly monitor, review, and update policies and practices to ensure they remain in line with current equality and diversity legislation.

**5. Responsibilities**

* **Staff and Instructors**: All staff members and instructors are responsible for upholding the principles of this policy, ensuring that every individual is treated fairly and respectfully. They should be mindful of their behavior and language and intervene promptly in situations where discrimination or harassment is observed.
* **Students**: All students are expected to treat each other with respect and understanding. They should embrace diversity and work collaboratively to create an inclusive community where everyone feels valued.
* **Management**: The management team is responsible for ensuring that the Equal Opportunities Policy is implemented effectively and that any concerns or complaints of discrimination are addressed promptly and fairly.

**6. Recruitment and Admissions**

We aim to ensure that our recruitment and admissions processes are fair and transparent:

* Admissions will be based on the student’s ability, potential, and interest in dance/ fitness, not on any personal characteristics unrelated to their ability to participate.
* Students will not be discriminated against on the grounds of race, gender, age, disability, sexual orientation, gender identity, or any other protected characteristic.

**7. Training and Development**

Uplift Dance & Fitness will provide training and development opportunities to all students and staff to promote equality and diversity within our dance/ fitness community. This includes:

* Encouraging students to develop their dance skills in an inclusive and supportive environment.
* Offering professional development and training for staff to ensure they are aware of and understand current equality and diversity best practices.

**8. Harassment and Bullying**

We have a zero-tolerance approach to harassment, bullying, or any discriminatory behavior. Any incidents of such behavior should be reported immediately, and we will take appropriate action to resolve the matter. We will investigate complaints of harassment or discrimination in a timely and sensitive manner and ensure that all parties involved are treated fairly.

**9. Accessibility**

We are committed to ensuring that our school and its services are accessible to all students. This includes:

* Providing reasonable accommodations for students with disabilities or other specific needs, as required.
* Ensuring that our facilities and events are accessible to people with mobility challenges.

**10. Monitoring and Review**

We will regularly review and assess the effectiveness of our Equal Opportunities Policy, including through feedback from students, staff, and other stakeholders. This will help us identify areas for improvement and ensure we are meeting our commitment to equality and inclusivity.

**11. Complaints Procedure**

If any student, staff member, or visitor feels that they have been subject to unfair treatment, harassment, or discrimination, they should follow our complaints procedure:

1. Report the issue to a member of staff or management.
2. A formal investigation will be conducted, and appropriate action will be taken.
3. We will make every effort to resolve the complaint fairly and promptly.

**12. Conclusion**

At Uplift Dance & Fitness, we value and celebrate diversity. We are committed to providing equal opportunities to everyone involved with our school and creating an environment where all individuals feel valued, respected, and supported.

By adhering to this Equal Opportunities Policy, we aim to ensure that all individuals are given the opportunity to thrive, regardless of their background or identity, and that our school continues to be a place where creativity, talent, and inclusivity flourish.

This policy was last updated on 14th April 2025.