



NORTH HAMPSHIRE
ACADEMY OF DANCE

Equality, Diversity and Inclusion Policy 2020–21

Last updated: 20 July 2020
Review date: July 2021

Policy scope

This policy applies to:

- everyone who works for North Hampshire Academy of Dance including temporary, casual and permanent employees, volunteers, freelance workers, project workers, trustees and / or contractors
- everyone who studies at or with North Hampshire Academy of Dance
- visitors.

Policy statement

North Hampshire Academy of Dance is committed to equality, diversity and inclusion in that respect, openness, recognition, and empowerment are all crucial to the organisation's published values.

North Hampshire Academy of Dance understands the importance of opening up the organisation to all sections of the community.

North Hampshire Academy of Dance is aware that is not only illegal, but also immoral to discriminate in any of the ways listed below.

North Hampshire Academy of Dance ensures fairness, equality and professionalism in all its dealings and will not tolerate discrimination, harassment or victimisation on the basis of an individual's status or perceived status in any of the following respects, whether directly, indirectly or by association: age, disability, marriage and civil partnership, pregnancy and maternity, race (including ethnic origin, colour, nationality and national origin), religion or belief (including philosophical belief), gender or gender identity (including gender reassignment) or sexual orientation.

North Hampshire Academy of Dance aims to create an inclusive working and learning environment in which all people are treated fairly and with dignity and respect and in which they are able to give of their best, where there is no harassment, bullying or victimisation and all decisions are based entirely upon merit.

Responsibilities

The corporate and individual responsibilities under this policy are set out below.

Corporate responsibilities

North Hampshire Academy of Dance is responsible for ensuring that it meets its legal obligations in respect of legislation relating to equality. This responsibility rests with the Principal who is responsible for the management of these obligations.

North Hampshire Academy of Dance is responsible for putting into place procedures for encouraging a working culture and environment that complies not only with North Hampshire Academy of Dance's published values, but also with its statutory obligations. In accordance with these responsibilities and in addition to establishing this policy, North Hampshire Academy of Dance will draw up an Equality, Diversity and Inclusion Strategy setting out the actions to be taken in respect of its obligations under current equality legislation.

Individual Responsibilities

In order to ensure that this policy is put into practice, everyone who works for North Hampshire Academy of Dance including temporary, casual and permanent employees, volunteers, freelance workers, project workers, trustees and / or contractors:

- should promote equality of opportunity and strive to create an environment in which colleagues, students and examination candidates may work or perform without fear of reprisal or intimidation
- must not discriminate unfairly in the way that they provide or obtain services on behalf of North Hampshire Academy of Dance
- must not discriminate unfairly if involved in the recruitment, promotion and management of employees, or the selection and supervision of students
- must neither practice unfair discrimination or harassment nor encourage other employees or students to do so; and

- must not victimise any person who has complained of harassment, unfair treatment or discrimination, or who has given information in connection with such a complaint.

Publication of policy and strategy

The Equality, Diversity and Inclusion policy and Equality, Diversity and Inclusion Strategy will be made available to all new employees once they start. All employees will be alerted to policy revisions and strategy updates.

Potential employees, freelance workers, students, customers and the general public will have access to the Equality, Diversity and Inclusion Policy and Equality Diversity and Inclusion Strategy via North Hampshire Academy of Dance's website.

Complaints of failure to adhere to the policy

Complaints with regard to the failure of North Hampshire Academy of Dance to comply with this policy will be treated seriously.

Employees should use North Hampshire Academy of Dance's Complaint Policy available via North Hampshire Academy of Dance's website.

Students, teachers and others who wish to make a complaint about North Hampshire Academy of Dance should follow the procedures outlined in the Complaints Policy, available via North Hampshire Academy of Dance's website.