

### Introduction

Momentum School of Dance is committed to promoting equality, diversity, and inclusion in all aspects of its activities. We believe that everyone should be treated fairly and with respect, regardless of age, disability, gender, race, religion, sexual orientation, or socio-economic background.

### Purpose

The purpose of this policy is to ensure that all students, staff, parents, and visitors are treated equally and are provided with the same opportunities to participate in and benefit from our dance programmes.

### Scope

This policy applies to all members of Momentum School of Dance, including students, staff, volunteers, parents, and visitors.

### Commitment to Equality and Diversity

- We actively promote an inclusive environment where diversity is valued.
- We do not tolerate discrimination, harassment, bullying, or victimisation.
- We ensure our facilities, teaching methods, and policies are accessible and accommodating to all.
- We regularly review our policies and practices to uphold our commitment to equality.

### Implementation

- **Admissions:** We welcome students of all backgrounds and abilities and make reasonable adjustments to support individual needs.
- **Teaching and Learning:** We provide an inclusive curriculum that respects different cultures, traditions, and abilities.
- **Staff and Volunteers:** We recruit and train staff in line with equal opportunity principles and ensure fair treatment in all aspects of employment.
- **Behaviour and Conduct:** We expect all members of our dance community to uphold respectful and inclusive behaviour.
- **Complaints and Concerns:** Any concerns regarding discrimination or inequality will be taken seriously and addressed promptly.

### Responsibilities

- The management team is responsible for ensuring the implementation of this policy.
- Staff and volunteers are responsible for upholding and promoting equality and diversity in their interactions.
- Students and parents are encouraged to support and respect the principles of this policy.

### Review and Monitoring

This policy will be reviewed annually to ensure its effectiveness and relevance. Any necessary updates will be made to reflect best practices and legal requirements.

At Momentum School of Dance, we are committed to creating a welcoming and inclusive environment where everyone can thrive and reach their full potential.