



# EQUAL OPPORTUNITIES POLICY

**JCADA recognises that everyone has a contribution to make to our society and a right to equal opportunity.**

**This policy applies to JCADA staff members (paid and voluntary), guest teachers, pupils, parents/guardians and visitors to the academy.**

## **Our commitment**

- To create an environment in which individual differences and contributions of all our staff, volunteers and pupils are recognised and valued.
- Every staff member, volunteer, pupil and parent/guardian is entitled to be part of an environment that promotes dignity and respect to all.
- No form of intimidation, bullying or harassment will be tolerated.
- Breaches of our equality policy will be taken seriously and could lead to termination of position for a staff member/volunteer or exclusion of a pupil.

No job applicant, member of staff, guest teacher, pupil, parent/guardian or visitor will be discriminated against on the grounds of:

- Gender
- Race
- Disability
- Sexual orientation
- Religion or belief
- Age
- Marriage/Civil partnership
- Pregnancy/Maternity

## **Exceptions to the policy**

- Minimum age limits apply to entry into JCADA (age 3) and also to enter certain examinations and qualifications. This is either to protect the health and safety of the pupil where physical development may be insufficient to meet the demands of certain syllabi. Students must be aged 18 and above to be put forward for teaching qualifications as they will then become responsible for other children.
- Certain sections of performance examinations are designed particularly for either male or female dancers. This reflects the realities and requirements of the dance profession and should in no way be construed as sex discrimination. Candidates, including transgender candidates, may enter for their preferred syllabus according to the gender with which they choose to identify in relation to dance.

## **We aim to promote equal opportunities, eliminate discrimination and harassment through the following:**

- All staff, volunteers, children, parents/guardians and members of associated organisations are treated fairly and with respect.
- Attendance at JCADA is open to all sections of the community.
- Selection for employment is based on aptitude and ability.
- All staff, volunteers and students will be helped and encouraged to develop their full potential.
- All staff have a legal and moral obligation not to discriminate and should report incidents of alleged discrimination against any individual or group of individuals to the principal.

***The successful implementation of this policy relies on the awareness and commitment of all staff/volunteers, parents/guardians and pupils.***

**This policy is reviewed annually. Next date for review: 9th August 2022**

**J CLARKE**