



SCULPTURE

Dance Arts

Equality, Diversity & Inclusion Policy

EQUALITY, DIVERSITY AND INCLUSION POLICY

Sculpture Dance Arts School

1. Introduction & Purpose

Sculpture Dance Arts School is committed to creating a welcoming, respectful, and inclusive environment where everyone feels valued, safe, and able to reach their full creative and personal potential. We believe that equality, diversity, and inclusion are fundamental to the quality of education, artistic expression, and community life.

This policy sets out our commitment to comply with the **Equality Act 2010** and all relevant legislation. It explains how we will prevent discrimination, promote equality of opportunity, and celebrate the diversity of our students, staff, families, and visitors.

2. Scope

This policy applies to:

- All students, regardless of age, ability, or background
 - All staff, volunteers, governors, and contractors
 - Parents, carers, and visitors to the school
 - All areas of school life: admissions, teaching and learning, assessments, performances, behaviour, facilities, employment, and communications
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3. Definitions

- **Equality:** Ensuring everyone has equal access to opportunities, treatment, and support — recognising that some people may need extra help or adjustments to achieve this.
- **Diversity:** Valuing and respecting the differences between people, including their backgrounds, identities, abilities, and perspectives.
- **Inclusion:** Creating an environment where every individual feels they belong, are accepted, and can participate fully in all activities.
- **Protected Characteristics:** Under the Equality Act 2010, these are:
 - Age
 - Disability
 - Gender reassignment
 - Marriage and civil partnership
 - Pregnancy and maternity
 - Race (including colour, nationality, ethnic or national origin)
 - Religion or belief
 - Sex
 - Sexual orientation

4. Our Commitments

Zero tolerance for discrimination

We will not tolerate any form of direct or indirect discrimination, harassment, victimisation, or bullying based on any protected characteristic. This applies to all interactions — in person, online, in studios, classrooms, and during performances or events.

Equal access and opportunity

- Admission to the school is based on interest, potential, and suitability for the course — not on any protected characteristic.
- We will make reasonable adjustments so that students and staff with disabilities or additional needs can participate fully in lessons, rehearsals, and performances.
- Our curriculum, teaching methods, and artistic activities will be accessible and adapted where necessary.

Celebrating diversity

We will reflect and respect the diversity of our community through our teaching, performances, events, and resources. We encourage students to explore different cultures, styles, and perspectives in dance, sculpture, and the arts.

Fair treatment

All decisions regarding progression, opportunities, feedback, and support will be made objectively and without bias.

5. Practical Application

For Students

- All students are encouraged to participate in every activity, and reasonable adjustments will be made where possible (e.g., modified dance movements, adapted materials for sculpture, extra time or support).
- We will challenge stereotypes and promote positive attitudes towards difference.
- Students will be taught about respect, equality, and inclusion as part of our school values.

For Staff

- Staff will receive training to understand their duties under equality legislation and how to support diverse needs.
- We will ensure recruitment, employment, and development practices are fair and non-discriminatory.
- Staff will model inclusive behaviour and language at all times.

In Arts & Activities

- We recognise that dance and sculpture are accessible art forms for all abilities. We will adapt techniques and equipment to enable participation rather than exclude.
 - Performances and displays will be inclusive, and we will avoid content that stereotypes or offends.
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6. Reporting & Responding to Concerns

If anyone feels they have been treated unfairly, discriminated against, or harassed:

- They should speak to a member of staff, the Principal, or the Designated Safeguarding Lead as soon as possible.
 - Concerns will be taken seriously, treated confidentially, and investigated promptly and fairly.
 - Appropriate action will be taken to resolve the issue, provide support, and prevent it from happening again.
 - This process is separate from but linked to our **Anti-Bullying & Complaints Policies**.
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7. Links to Other Policies

This policy should be read alongside:

- Safeguarding & Child Protection Policy
 - SEND & Inclusion Policy
 - Anti-Bullying & Cyberbullying Policy
 - Behaviour Policy
 - Health & Safety Policy
 - Data Protection & Privacy Policy
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8. Review

This policy will be reviewed annually, or sooner if there are changes in legislation, guidance, or school practice.

Date: June 2026

Review Date: June 2027

Responsible Lead: Principal / Designated Safeguarding Lead