



EQUALITY & DIVERSITY POLICY (2021/22)

A handwritten signature in dark blue ink, appearing to read 'Katrina Excell', is positioned above the printed name.

Katrina Excell
School Principal

SAA
West Lodge
Thompsons Lane
Denmead
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PO7 6NB

Version 1 - 06/09/21

POLICY STATEMENT

1. OUR AIM

In carrying out its functions, Southern Arts Academy (SAA) is committed to promoting equality of opportunity for all, and to ensuring that no individual is discriminated against in the planning and delivery of any of our activities.

We therefore aim to ensure that the values of equality, diversity, and respect for all are embedded into everything that we do.

2. ABOUT OUR POLICY

This policy is intended to demonstrate SAA's commitment to eliminating discrimination and encouraging and valuing diversity among staff, volunteers, partners, suppliers and users of our services.

We recognise our responsibilities under the Equality Act 2010, and are committed to meeting them in full. We believe that a culture that embraces equality and values diversity will help us to ensure that everyone feels involved and included in our plans, programmes and activities.

We aim to create an environment which respects and welcomes everyone, and in which no form of bullying, harassment, disrespectful or discriminatory behaviour is tolerated by anyone towards anyone. This particularly applies in relation to the 'protected characteristics' named in the Equality Act 2010: Age, disability, gender reassignment, income, marriage or civil partnership status, pregnancy and maternity, race, religion or belief, sex and sexual orientation.

3. OUR RESPONSIBILITIES

SAA understands that for equality to be achieved this policy needs to be made understandable to, and embraced by staff, volunteers, partners, suppliers and users of our services.

All staff, volunteers, suppliers, partners and users of our service have a responsibility to ensure that their own language and actions are consistent with the spirit as well as the contents of this policy.

Overall responsibility for the implementation of this policy lies with Katrina Excell the School Principal of SAA.

4. OUR COMMITMENTS

SAA recognises that an Equality and Diversity Policy alone is not enough to ensure that equality and diversity are central to everything that we do.. We will seek to create an environment in which diversity and the contributions of all staff, volunteers, partners, suppliers and users of our services are recognised and valued in all that we do. In this way we hope to provide an example of good equality practice.

POLICY STATEMENT

4. OUR COMMITMENTS CONTINUED...

In introducing this policy we recognise that many people are unfamiliar with the ways in which discrimination and disadvantage affect people's health, well-being and quality of life. We will therefore support people to develop equalities awareness and understanding. To ensure that we are meeting the aims and the spirit of this policy we will:

- a) Discuss and review how well we are implementing this policy, and (adjust our practices/ develop an action plan) where necessary
- b) assess any significant new or revised policies and procedures for their impact on equality
- c) Embed equality and diversity into our development plans
- d) Ensure our employment practices and procedures are consistent with the aims of this policy.

5. BARRIERS

The following barriers to entry are identified:

a) Financial

Entry to dance classes, events and examination may be denied to learners whose economic status prevents them from being able to pay the required fee. We will work with all parents/guardians to provide payment plans where we can.

b) Disability

Specifically: lack of physical mobility, visual impairment, and hearing impairment, all of which may prevent candidates from achieving learning outcomes or qualifications based on the physical performance of dance.

c) Religious

Candidates may, for religious reasons, be unable to take part on a certain day, or may wish to wear items of clothing or artefacts which may be unsuitable in dance.

d) Age

Candidates may be younger than the stated minimum age for entry to examination.

e) Gender

According to the heritage of the art form, the requirements for males and females in dance are different. Candidates may be unable to enter if it is designed for a specific gender.

f) Dance Skill Set & Natural Ability

We will hold an audition process for our elite groups including the West End Group, England Squad and Festival dancers annually.

POLICY STATEMENT

6. WORKING WITH CONTRACTORS, SUPPLIERS & PARTNERS

It is important to us that suppliers, contractors and any other individual or organisation working on behalf of Southern Arts Academy are aware of and agree to comply with our equality and diversity policy while that work is underway. In addition we are committed to using accessible venues for events and meetings. As well as using plain English, and offering accessible communications, for example, emails, letters, reports and publicity materials as far as it is within our means to do so.

7. REVIEW & ACTION

We recognise that it is important for us to regularly review this policy to ensure that it reflects up to date equality legislation and best practice.

A review of our Equality and Diversity Policy will be carried out on an annual basis as a minimum and any necessary actions taken.