



Equal Opportunities and Diversity Policy

Introduction

The Ministry of Beats Cheer and Dance School believes unfair treatment is unlawful and morally wrong. This Equal Opportunities and Diversity Policy aims to satisfy legal obligation and ensure the best possible practice is attained.

Policy statement

- The Ministry of Beats Cheer and Dance School aspires to ensure equal opportunities for all, this includes current/potential employees, current/potential students, and customers.
- It is the school's aim to comply with the legal requirements of the: Equality Act 2010
- The Ministry of Beats Cheer and Dance School is fully committed to eliminating discrimination and strives to promote diversity. Harassment and prejudice are not endured for the enhancement of performance and achievement.

Definition of Discrimination

- Discrimination involves treating someone less favourably because of a class, category or group to which that person belongs, rather than on individual merit. This can include sex, age, race, religion, family status, national origin, and disability.

Meeting Policy Objectives

Responsibility for the prevention and elimination of discrimination/unfair treatment lies with all that work and attend The Ministry of Beats Cheer and Dance School. The success of the policy will depend on the efforts of those who implement it. Staff have the role of assisting the elimination of unfair treatment and promoting equal opportunities to produce the best possible environment. Staff can ensure appropriate standards of conduct are maintained by:

- Being aware of the impact their own behaviour can cause.
- Making it clear to others that they find certain behaviour unacceptable.
- Being open minded to people's differences.

Students have the responsibility as representatives of the school and individuals to practice and promote equal opportunities by:

- Treating peers and staff with respect.
- Showing awareness of the needs and concerns of others, relating to equal opportunities.

Monitoring

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- The school's principal has overall responsibility for the implementation, monitoring and development of the Equal Opportunities and Diversity Policy.
- Monitor the effectiveness and validity of the policy, ensuring the policy conforms with amendments to legislation. The Equal Opportunities and Diversity Policy will be reviewed annually by the school's principal.
- To ensure that pupils and staff are fully aware of and understand the policy.
- The principal will convene confidential meetings to review disciplinarys and grievances, providing clear comprehensive advice on the correct procedure to pursue.
- Respond appropriately to any student, family or employee complaints about unfair treatment.
- Ensure that no repetition or victimisation occurs after a complaint has been resolved.
- All students and employees are required to comply with the Equal Opportunities and Diversity Policy; Failure to do so may result in disciplinary action.

Publicising the policy

- Copies of the Equal Opportunities and Diversity Policy will be given to all new students and employees. Further copies will be available on the website.

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