

Dance Focus Academy

Equality, Diversity & Inclusion Policy

School / Studio	Dance Focus Academy
Policy owner	Jade Fitchett
Date adopted	1/8/2026
Review frequency	Annually, or sooner if legislation/guidance changes
Next review due	1/8/2027

1. Statement of Intent

Dance Focus Academy is committed to providing an inclusive environment where every pupil, member of staff, and family is treated fairly and with respect, regardless of age, disability, gender reassignment, marriage or civil partnership, pregnancy or maternity, race, religion or belief, sex, or sexual orientation, in line with the Equality Act 2010.

2. Inclusive Teaching Practice

Classes are planned and delivered to be accessible to pupils of differing abilities and needs wherever reasonably possible, with reasonable adjustments made for pupils with disabilities or additional needs. Parents/carers are encouraged to share any relevant information so we can support their child appropriately.

3. Recruitment and Employment

Staff are recruited and treated fairly on the basis of merit and suitability for the role, and the school does not tolerate discrimination, harassment, or victimisation in the workplace.

4. Tackling Discrimination

Any incident of discrimination, harassment, or prejudice-based bullying, whether involving pupils, parents, or staff, is treated seriously and addressed through our Code of Conduct & Anti-Bullying Policy and, where relevant, our Complaints Policy.

5. Review

This policy is reviewed annually.