



Chelis School of Dance  
Mapledene Primary School, Birmingham, B26 3XE  
08/01/2024

## **\*Equality, Diversity, and Inclusion Policy\***

### **1. Introduction**

Chelis School of Dance is committed to providing an inclusive and welcoming environment for all students, staff, and visitors. We believe in treating everyone with dignity and respect, and we actively promote equality, diversity, and inclusion in all aspects of our dance school.

### **2. Purpose**

The purpose of this policy is to establish a framework that promotes equality, diversity, and inclusion within Chelis School of Dance. We aim to create an environment where everyone feels valued, respected, and has an equal opportunity to participate in and enjoy dance education.

### **3. Scope**

This policy applies to all students, staff, volunteers, and visitors associated with Chelis School of Dance. It covers all aspects of our operations, including but not limited to classes, performances, events, and communications.

### **4. Principles**

Chelis School of Dance is committed to the following principles:

- a. \*Equal Opportunities: We will ensure that everyone has an equal opportunity to participate in our dance programs and activities, regardless of race, ethnicity, nationality, gender, age, sexual orientation, disability, religion, or any other characteristic.
- b. \*Inclusion: We will actively work to create an inclusive environment that celebrates diversity and embraces individuals from all backgrounds.
- c. \*Non-Discrimination: Discrimination, harassment, or victimization of any kind will not be tolerated within Chelis School of Dance.
- d. \*Accessibility: We will strive to make our facilities, programs, and information accessible to all, taking into consideration the needs of individuals with disabilities.
- e. \*Promotion of Diversity: We will actively seek to represent and celebrate the diversity of our community in our dance repertoire, promotional materials, and leadership.



## **5. Responsibilities**

- a. The management team is responsible for implementing and monitoring this policy.
- b. Instructors and staff are responsible for promoting an inclusive and respectful atmosphere within classes and events.
- c. Students and parents are encouraged to report any concerns related to equality, diversity, or inclusion to the management team.

## **6. Review and Evaluation**

This policy will be regularly reviewed to ensure its effectiveness and relevance. Feedback from students, parents, staff, and other stakeholders will be considered in the evaluation process.

## **7. Review Date**

This policy will be reviewed annually or as needed to ensure its continued effectiveness.

Chelis School of Dance is dedicated to creating an environment that fosters creativity, personal growth, and mutual respect. We believe that by embracing equality, diversity, and inclusion, we enhance the overall dance experience for everyone associated with our school.

A handwritten signature in black ink, appearing to read "H. Martin", enclosed in a thin black rectangular border.

Holly Martin  
Principle  
Chelis School of Dance