

# THE BRISTOL SCHOOL OF DANCING

## EQUAL OPPORTUNITIES POLICY

The Bristol School of Dancing is committed to promoting an environment where all individuals are encouraged to achieve their full potential and which values the diversity of all individuals. The School of aims to ensure equal opportunities for all members of staff, potential members of staff, students, potential students, parents/guardians, chaperones and volunteers.

The Bristol School of Dancing will not discriminate against anyone on the grounds of: age, disability, sex/gender reassignment, marriage or civil partnership, pregnancy or having a child, race including colour, nationality, ethnic or national origin, religion, belief or lack of belief.

The Bristol School of Dancing will also work under the umbrella of the Royal Academy of Dance and the Imperial Society of Teachers of Dancing Equality and Diversity Policies.

There are two circumstances of which teachers must be aware:

- Minimum age limits apply for entry to some examinations and qualifications. This is either to protect the health and safety of the candidates where physical development may be insufficient to meet the demands of certain syllabi, or where they are responsible for children in class.
- Certain sections of some performance examinations are designed particularly for either male or female dancers. This reflects the realities and requirements of the dance profession and should in no way be construed as sex discrimination. Candidates may enter for their preferred syllabus according to the gender with which they choose to identify in relation to dance.

The Bristol School of Dancing will openly promote equality and diversity and will expect all staff and students to uphold this ethos.

NB There are some access constraints due to the nature and location of the studio building.

Signed F. H. Rodrigues

Role Principal

Date 11.08.2020