

Equality, Diversity and Inclusion Policy

Statement

RMB Dance is committed to ensuring that we provide a setting that is fully inclusive in meeting the needs of all children, adults and families. We positively respect families from different ethnic heritage, social and economic backgrounds, gender, sexual orientation, religious beliefs, ability and disability. RMB Dance is committed to anti-discriminatory practice to promote equality, diversity and inclusion.

Commitments

RMB Dance is committed to ensuring:

- Every person accessing RMB Dance activities is treated with dignity and respect.
- A harmonious learning environment in which every person is free to express themselves without victimisation or harassment.
- No person is prevented from participating in RMB Dance activities for any discriminatory reason (including but not limited to: race, ethnicity, social or economic background, gender, sexual orientation, religious beliefs, disability).
- Action is taken to prevent or deal with any form of discriminatory behaviour.

Actions to promote equality, diversity and inclusion in RMB Dance activities:

- All teachers at RMB Dance will promote inclusive practice and will not tolerate any type of harassment or victimisation within the RMB Dance environment, classes or activities.
- Wherever possible, adaptations will be made to ensure participants can be fully included in RMB Dance activities.
- Participants will not be excluded from class if they do not follow recommended procedures (e.g. not having hair tied back due to a personal belief). Instead, a conversation will be had between the teacher and student, to explain the reason for the procedure and to discuss possible solutions.

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- Where necessary, conversations will be had with a participant, and their family if appropriate, to discuss suitable methods of inclusion.

Staff behaviour

- All RMB Dance teachers/ staff will work in a respectful manner
- All RMB Dance teachers/ staff will follow this policy and approach to equality, diversity and inclusion.
- Any dance teacher/ staff member found to be not adhering to this policy will be dealt with accordingly.

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