



HASLAND DANCE STUDIOS

EQUAL OPPORTUNITIES POLICY

Last Reviewed: 06 March 2017

## **1: POLICY STATEMENT:**

- HASLAND DANCE STUDIOS (Hereafter referred to as HDS) is fully committed to eliminating discrimination and actively promoting equality of opportunity where prejudice and harassment are not accepted for the enhancement of performance and achievement.
- HDS aims to ensure equal opportunities for all members of staff, potential members of staff, students, potential students, parents, visitors and members of the public, irrespective of those matters covered by legislation namely: race or ethnic origin, gender, transgender, marital status, disability, part-time status, age, sexual orientation, and religion/belief.
- HDS will also not discriminate on other matters which are not currently covered by legislation, such as socio-economic status.
- HDS

## **2: LEGAL RESPONSIBILITIES:**

- HDS aims to comply with the legal requirements of the:
  - Race Relations Act 1976, Race Relations (Amendment) Act 2000 and Equality Act 2010.
  - Sex Discrimination Act 1975.
  - Equal Pay Act 1970.
  - Disability Discrimination Act 1995, as amended by the Special Educational Needs and Disability Act 2001.
  - Disability Discrimination Act 2005 and Disability Discrimination under the Equality Act 2010.
  - Part Time Workers (Prevention of Less Favourable Treatment) Regulations 2000 and Part Time Employees Regulations 2010.
  - Fixed Term Employees (Prevention of Less Favourable Treatment) Regulations 2002.
  - Sexual Orientation: Employment Equality (Sexual Orientation) Regulations 2003.
  - Religion or Belief: Employment Equality (Religion or Belief) Regulations 2003.
  - Employment Rights Act 1996.
  - Employment Equality (Age) Regulations 2006.

## **3: RESPONSIBILITIES:**

- The Partners have ultimate legal responsibility for the effective implementation and development of the Equal Opportunities policy.

#### **4: TRAINING AND AWARENESS:**

- New members of staff will receive equal opportunity and diversity training during induction and a rolling programme of appropriate training will be delivered regularly to all members of staff.

#### **5: COMPLAINTS AND FAILURE TO ADHERE TO POLICY:**

- Complaints with regard to the failure of HDS to comply with this policy will be treated seriously.
- Members of staff are encouraged to follow the Grievance Procedure as outlined in their contracts.