



# Equality, Diversity, and Inclusion Policy

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## Aimee's Dance Academy (ADA)

### 1. Purpose and Commitment

At Aimee's Dance Academy (ADA), we are committed to providing a safe, welcoming, and inclusive environment where everyone—regardless of age, background, or identity—can enjoy the art of dance. We believe that diversity enriches our community and that every individual deserves to be treated with respect, kindness, and fairness.

Whether you are a child, teenager, or adult, ADA celebrates your individuality and is dedicated to supporting every dancer to reach their potential in an environment free from discrimination or prejudice.

### 2. Scope

This policy applies to:

- All students (children and adults)
- Parents, guardians, and carers
- Teaching and support staff
- Volunteers and guest instructors
- Audience members and participants at ADA events and performances

### 3. Our Commitments

#### Equality

- Everyone at ADA is treated fairly and with respect.
- All students have equal access to our classes, events, and opportunities, regardless of personal characteristics.
- We provide a learning environment where every dancer can progress based on their passion, effort, and ability.

## Diversity

- We recognise and celebrate the value of different cultures, backgrounds, identities, and life experiences.
- Our classes, choreography, and music selections reflect a range of traditions, styles, and influences.

## Inclusion

- We aim to create a space where all students feel seen, heard, and accepted.

- We are proactive in supporting students with disabilities or additional needs, and will make reasonable adjustments where possible.

- We foster a culture of belonging, empathy, and encouragement.

## **4. Preventing Discrimination and Harassment**

ADA has a zero-tolerance policy toward any form of:

- Discrimination
- Bullying
- Harassment
- Exclusion or marginalisation

This includes, but is not limited to, discrimination based on:

- Race, ethnicity, or nationality
- Gender or gender identity
- Sexual orientation
- Disability or health status
- Religion or belief
- Age
- Socio-economic background
- Family or marital status

Any concerns will be handled seriously, confidentially, and in line with our safeguarding and complaints procedures.

## **5. Inclusive Dance Education**

- Using language and behaviour that affirms and respects everyone.
- Offering adaptations to suit different physical abilities or learning needs.
- Promoting a positive and empowering environment in every class and rehearsal.

## **6. Roles and Responsibilities**

### Staff and Volunteers

- Act as role models for inclusive, respectful behaviour.
- Attend training relevant to equality, diversity, and inclusion.
- Challenge discrimination and report concerns appropriately.

### Students and Families

- Show respect and kindness to others.
- Embrace and celebrate differences within our academy.
- Speak up if they witness or experience exclusion or unfair treatment.

## **7. Review and Feedback**

This policy is reviewed annually to ensure it reflects the values and needs of our dance community. We welcome feedback from students, parents, carers, and staff to help us continue building a safe and inclusive environment.

## **8. Contact Us**

If you have questions about this policy or would like to raise a concern, please contact:

ADA Inclusion Lead – Miss Janet

Email: [adaenquiries@yahoo.com](mailto:adaenquiries@yahoo.com)

Aimee Irish

Director & Principal of Aimee's Dance Academy (ADA)

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