



Equality, Diversity and Inclusion (EDI) Policy Mission Statement:

Liquid Dance Academy CIC is committed to promoting an environment where all individuals are encouraged to achieve their full potential and which values the diversity of all individuals. LDA aims to ensure equal opportunities for all members of staff, potential members of staff, students, potential students, parents/carers, chaperones and volunteers.

Protected Group Characteristics: LDA CIC 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 or Sexual Orientation. No student, teaching staff, applicant (student, staff or volunteer) will be treated less favourably than others because of her or his belonging to a protected group.

LDA CIC will comply with current legislation including the Equality Act 2010 and other relevant legislation and amendments to Acts: Race Relations Act 1976, Amendment Act 2000, Sex Discrimination Act 1975, Equal Pay Act 1970, Disability Discrimination Act 1995, Special 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 Regulations 2002, Sexual Orientation: Employment Equality Regulations 2003, Religion or Belief: Employment Equality Regulations 2003, Employment Rights Act 1996 and Employment Equality (Age) Regulations 2006. Protection from Harassment Act 1997, Human Rights Act 1998, Criminal Justice and Immigration Act 2008, Racial and Religious Hatred Act 2006, Civil Partnership Act 2004 and Gender Recognition Act 2004.

There are circumstances of which teachers and parents must be aware:

- Minimum age limits apply for entry to our youngest class
- This is either to protect the health and safety of the dancers where physical development may be insufficient to meet the demands of certain movements, or where they are responsible for children in class.
- Certain sections of some performance and movement are designed particularly for male-bodied or female-bodied. This reflects the realities and requirements of the dance profession and should in no way be construed as sex discrimination.

LDA CIC will openly promote equality, diversity and inclusion and will expect all staff (be it paid or volunteer) and students to uphold this ethos. All new staff will receive copies of all policies in the staff handbook and it is displayed on the ClassManager portal and as of 7th April 2022, displayed on the website. (this version updated 12th September)

Raising an Issue: If any person admitted as a student, appointed as teaching staff, accepted as a volunteer or chaperone considers that she or he is suffering from unlawful discrimination, harassment or victimisation in her or his admission or appointment, she or he may make a complaint in the first instance to Miss Annabel Weeden, Academy Director. This policy will be updated at least annually or amended as appropriate to meet the demands of future legislation.

Miss Annabel M R Weeden, PGCE MA - written April 2022.

Reviewed September 2023

Reviewed September 2024

A handwritten signature in black ink, appearing to read "Annabel Weeden", is written over a dotted horizontal line.