

Samantha Dene's

Dance and Fitness



Equal Opportunities

At Samantha Dene's Dance and Fitness we ensure that we provide a safe and caring environment, free from discrimination, for everyone, including children and adults with additional needs at all times.

To achieve Samantha Dene's Dance and Fitness' objective of creating an environment free from discrimination and to be welcoming to all, we will:

- Respect the different racial origins, religions, cultures and languages in a multi-ethnic society so that each child and adult is valued as an individual without racial or gender stereotyping;
- Not discriminate against children or adults on the grounds of disability, age, sexual orientation, class, family status;
- Not challenge racist and discriminatory remarks, attitudes and behaviour from the children or adults;
- Not tolerate any bullying of child-on-child, adult-on-adult or the bullying of children by adults. Allegations of bullying will be dealt with under paragraph 9 in the Samantha Dene's Dance and Fitness Safeguarding Policy.
- Work to fulfil all the legal requirements of the Sex Discrimination Act 1975, the Disability Discrimination Act 1995, the Human Rights Act 1998 and the Race Relations (Amendment) Act 2000.
- Samantha Dene's Dance and Fitness recognises its duty of care under the Social Services and Well-being (Wales) Act 2014 and the "Working together to safeguard people volumes 1-6" Guidance.
- Always adhere to our Safeguarding Policy, Data Protection Policy and our Health and Safety Policy.
- Always log and refer back to who has been given 'Star Awards', and the 'Star of the Week' to ensure students are given fair opportunities and recognition.

Children and adults with additional needs:

We recognise that some children or adults have additional needs or physical disabilities that require particular support and assistance. We will take appropriate action to ensure that all children and adults can access our clubs and classes and are made to feel welcome.

The policy was adopted by: Samantha Dene Boden

Date: 27/04/2020

To be reviewed: 27/04/2021

Signed: Samantha Dene Boden