

DC DANCE & PERFORMING ARTS

Equal Opportunitites Policy

DC Dance is fully committed to eliminating discrimination and actively promoting equal opportunities in which prejudice and harassment are not acceptable.

DC Dance promotes equal opportunities for all employees, potential employees, students, potential students, examination candidates, clients and customers regardless of those matters covered by legalisation, namely: race or ethnic origin, gender, transgender, marital status, disability, part time status, age, sexual orientation and religion/beliefs.

DC Dance will also not discriminate on other matters which are not currently covered by legislation, such as socioeconomic status or political beliefs.

Legal Responsibilities

The DC Dance aims to comply with the legal requirements of the:

- Race Relations Act 1976 and Race Relations (Amendment) Act 2000;
- 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;
- Part Time Workers (Prevention of Less Favourable Treatment) Regulations 2000*;
- Fixed Term Employees Prevention of Less Favourable Treatment) Regulations 2002 1;
- Sexual orientation: Employment Equality (Sexual Orientation) Regulations 2003;
- Religion or belief: Employment Equality (Religion or Belief) Regulations 2003;
- Employment Rights Act 1996 1;
- Employment Equality (Age) Regulations 2006

1 applies only to employees.

Policy Statement on Promoting Race Equality

DC Dance has a duty under the Race Relations Act 1976 as amended by the Race Relations (Amendment) Act 2000 to:

- eliminate unlawful racial discrimination
- promote race equality
- promote good relations between people of different racial groups

Policy Statement on Promoting Disability Equality

DC Dance has a general duty under the Disability Discrimination Act 2006 (DDA) and aims to:

- eliminate unlawful disability discrimination and harassment;
- promote equality of opportunity and positive attitudes towards disabled people;

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- take account of people's disabilities;
- The Royal Academy of Dance has a general duty under the Special Educational Needs and Disability Act 2001 (SENDA) and aims not to discriminate against disabled people, including employees, potential employees, students, potential students, examination candidates, clients or other customers by:
 - making reasonable adjustments to recruitment, employment or premises;
 - Reasonable adjustments may include (but are not restricted to) adjustments to premises, interview arrangements, testing or audition arrangements, examination arrangements allocating duties of a disabled employee to another person, flexibility of working hours and acquiring or modifying equipment.