



# Equality & Diversity Policy

## Issue and review

The date of issue of this policy is AUGUST 2023. This policy will be reviewed annually.

## Introduction

The Dorset Foundation College for Performing Arts is committed to creating and sustaining a positive and inclusive environment for all students and staff members. Our aim is to ensure that all individuals are equally valued and respected. The aim of this policy is to;

- Recognise the diverse needs of all learners
- Provide equality, fairness and respect to all at The Dorset Foundation College for Performing Arts,
- Not unlawfully discriminate against another as per the Equality Act 2010 (see details of discrimination below)
- Oppose, prevent and avoid all forms of unlawful discrimination.

## Discrimination

Discrimination occurs when an individual is being treated **less** favourably than another; this can be in any of the following forms;

- Age
- Special Educational Needs & Disabilities (SEND)
- Race including colour, nationality, ethnic origin
- Religion, belief or lack of religion or belief
- Gender
- Sexuality
- Being pregnant or having a child
- Being married or in a civil partnership
- Being or becoming a transsexual person

## **The Policy**

The Dorset Foundation College for Performing Arts will take positive action to meet its commitment by ensuring all qualifications and assessments are accessible to everyone and are free from barriers which restrict access to progression.

All practical and theory lessons at The Dorset Foundation College for Performing Arts are to remain free from direct or indirect prejudice with regard to a student's (or staff members) gender, race, ethnicity, nationality, marital status, religion, belief, sexual orientation, special educational needs and disabilities.

All tutors, assessors and senior staff members are required to fully support these guidelines and pay respect to the particular requirements of an individual, including those who may require additional assistance to undertake practical or written assessments (see SEND policy for further information).

The Dorset Foundation College for Performing Arts will take positive steps ensure that the building is accessible for those with special education needs and disabilities. This will include guaranteeing that classes take place on the grounds level, documentation is presented clearly for those that require it and lesson plans are suitable for those sensitive to light and sound, to name a few.

Staff will be given regular training and attend courses where available.