

7th February 2025

# *Equal Opportunities policy*

## Statement of intent

Frogmore Dance School is committed to the full implementation of equal opportunities in all aspects of our work.

Frogmore Dance School is opposed to direct and indirect discrimination on the grounds of gender, race, nationality, cultural, ethnic or religious backgrounds, disability, class, age, parental status, HIV status or the use of mental health services.

The aim of this equal opportunities policy is to ensure that:

No employee, volunteer, job applicant, potential or actual service user receives less favourable treatment on the grounds stated above.

We redress discrimination and provide genuine equality of opportunity in employment and access to the services we deliver.

All forms of discrimination and prejudice are challenged both within Frogmore Dance School and when encountered in other organisations and within client groups with whom Frogmore Dance School works.

## HIV status

Frogmore Dance School will not discriminate in terms of service provision or employment on the grounds of HIV status and will not require that volunteers, employees, trustees, or clients disclose their HIV status.

## Religion

Frogmore Dance School will not discriminate on the basis of religion, and will endeavour to provide a service which is sensitive to people's religious beliefs and practices.

## Monitoring

The Principal is charged with conducting periodic audits in order to establish whether Frogmore Dance School is conforming to this policy. Frogmore Dance School's Principal is required to monitor for anti-discriminatory practise and awareness of and sensitivity to equal opportunities, and to address any concerns.