



## **EQUAL OPPORTUNITY POLICY**

### **ISSUE AND REVIEW**

The date of re-issue of this policy was January 2019. This policy will be reviewed every five years and where appropriate, changes will be made at an earlier stage.

### **SPANISH DANCE SOCIETY'S (SDS) COMMITMENT TO EQUAL OPPORTUNITIES.**

The aim of this policy is to ensure that no learner registered on one of the SDS qualifications receives less favourable treatment on grounds not relevant to good practice. The SDS will provide information, materials, and assessments that are free from bias, use plain English (and wherever possible translated for foreign members), and are user-friendly for all members and their students. The SDS is committed to the management of its qualifications ensuring that all learners and teachers have equal opportunity to participate in the activities of the Society regardless of race, gender, religion, age, social status, marital status, sexual orientation, economic status or class, and special needs. The principle of equal opportunities is that all learners/teachers should be able to learn, make progress, and achieve in a supportive environment where all individuals have equal respect and treatment. All teachers as well as candidates have a duty to cooperate to ensure this policy is effective in ensuring equal opportunities and preventing discrimination.

### **SDS Teachers are encouraged to deliver:**

1. Effective teaching that involves having high expectations of all learners regardless of their background.

2. Appropriate teaching response to individual differences and needs.
3. Treat and select all learners based on their individual merit within the course that they have selected.

**Furthermore:**

1. All candidates/learners have a duty to co-operate to ensure that this policy is effective to ensure equal opportunities and to prevent discrimination. Candidates/learners must not harass or intimidate other candidates on the grounds of race, sex, disability, or sexual orientation and must not victimise or retaliate against candidates who make such allegations. Disciplinary action will be taken against any candidate/ learner who breaches this policy, and such cases will be dealt with according to the proper SDS procedures.
2. SDS welcomes diversity amongst candidates/learners and seeks to ensure that all candidates/learners are treated fairly.
3. Equal opportunities extend to all aspects of the SDS organisation including SDS examiners and all will treat all learners fairly.

**CENTRE / DANCE STUDIO RESPONSIBILITIES**

Where learners are studying within centres/dance studios, the institution involved has a responsibility to ensure that recruitment, delivery, and assessment practices are carried out in relation to the SDS policy, and the requirements set down in relevant legislation to protect learners from discrimination. The SDS welcomes diversity amongst its learners and seeks to ensure that all learners are treated fairly, and that selection is based solely on the individual's abilities and suitability for the courses. The recruitment process must result in the selection of the most suitable person for each course regarding their potential and aptitudes. The selection process will be carried out consistently for all qualifications at all levels. All those handling applications and conducting interviews must be aware of the principles of the Equality Act 2010 and other relevant legislation. The selection of new learners to do the qualification, and information sought from learners will relate only to the requirements of the qualification. The SDS will monitor centres and teachers on their compliance with this policy to ensure learners have fair access to assessment and are not discriminated against in any way. The SDS will treat seriously any allegations that centres have failed to comply with this policy.

**REASONABLE ADJUSTMENTS AND SPECIAL CONSIDERATIONS**

There may be certain cases where a learner requires a reasonable adjustment to be made to their assessment to reflect a permanent learning difficulty or disability, or a special consideration in the case of temporary disability, illness, or indisposition. The SDS deals with special arrangements on a learner-by-learner basis. Please see the SDS's Reasonable Adjustments and Special Considerations policy by emailing: [info@spanishdancesociety.org](mailto:info@spanishdancesociety.org)

## **COMPLAINTS RELATING TO EQUALITY OF OPPORTUNITY**

Grievance procedures: all allegations of sex or racial discrimination or discrimination on the grounds of disability or sexual orientation will be dealt with seriously and confidentially by the SDS. Such complaints should be recorded on the SDS Risk Register. Should any learner, candidate, provider, parent, or teacher feel that discrimination on any grounds has occurred they should contact the SDS immediately either by post or email at:

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email: [info@spanishdancesociety.org](mailto:info@spanishdancesociety.org)