



Equal Opportunities 2024

Date of Policy: **3rd May 2024**
Policy Responsibility: **Sam Gibbs (Principal)**
Updated or reviewed: **Annually**

PERFORMERS THEATRE COMPANY

INTRODUCTION

Equal opportunity is the right of everyone to equal chances, and each individual is respected for who they are.

These include:

- Students
- Teaching staff
- Support staff
- Parents/Carers
- Leadership
- Visitors to the school

Equal opportunities will permeate all aspects of school life and it is the responsibility of every member of the Performers Theatre Company community to implement the policy laid down.

This policy reflects the consensus of opinion of the whole school community.

The implementation of the policy is the responsibility of all individuals within Performers Theatre Company.

All members of the school community are made aware that every individual has a right to be considered of equal value and be given equal opportunities regardless of:

- Ethnicity
- Gender/Gender Identity
- Social background
- Ability/disability
- HIV/AIDS
- Belief
- Age
- Marital status
- Nationality/Citizenship
- Sexuality
- Ethos and Atmosphere

There is 'openness' of atmosphere which welcomes everyone to the school.

Students are encouraged to greet visitors to the school with friendliness and respect.

Arrangements are in place for a member of staff to greet visitors for whom access to the building proves difficult.

LEARNING ENVIRONMENT

There is a consistently high expectation of all students regardless of age, gender, ethnicity, ability or social background. All students are encouraged to improve on their own achievements and not to measure themselves against others. Parents/carers are also encouraged to view their own children's achievements in this light.

- Teacher enthusiasm is a vital factor in achieving a high level of motivation and good results from students
- The adults in the school will always provide good, positive role models in their approach to all issues relating to equality of opportunity.
- The school provides an environment in which all students have equal access to all facilities and resources.
- All students are actively involved in their own learning and progression as a performer.
- A range of teaching methods are used throughout the school to ensure that effective learning takes place at all stages for all students.
- Provision for students with additional educational needs is provided.

LANGUAGE

At Performers Theatre Company we recognise that all members of the school communicates appropriate language which:

- Does not transmit or confirm stereotypes
- Does not offend
- Creates and enhances positive images of particular groups or individuals

HARASSMENT AND BULLYING

It is the duty of Performers Theatre Company to challenge all types of discriminatory behaviour eg. Unwanted attentions (verbal or physical), unwelcome or offensive remarks or suggestions about another person's appearance, character, race, ability or disability, sexuality or gender. Please see Anti Bullying Policy.