

# Thomas Page Dances Equal Opportunities Policy

## **Contact Information**

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## **Introduction**

Thomas Page Dances (TPD) will observe the objectives of the Sex Discrimination Act 1975, the Race Relations Act 1976, the Equal Pay Act 1970 and the Disabled Persons (Employment) Acts 1944 and 1958 and Codes of Practices drawn in accordance with such Acts.

We are committed to a programme of action to make this policy fully effective with the following aims:

## **Recruitment**

We will ensure that no employee is directly or indirectly placed at a disadvantage by requirements or conditions which are not relevant to any appointment or contract. Each job will have a Job Description and Person Specification which is not discriminatory in design. Each job will be advertised with the aim of attracting interest from the widest community. Where a requirement or condition which cannot be justified is applied which had a disproportionately adverse effect on a particular group or groups by requesting specific qualifications which are not necessary for the effective performance of the job, this will be considered discrimination.

All adverts will carry a positive statement relating to this Equal Opportunities Policy i.e.: "We are an Equal Opportunities Employer".

## **Selection**

The suitability of each applicant will be measured against the basic requirements of the Job Description and the Person Specification and appointed on that basis.

## **Access**

Thomas Page Dances will work towards providing a safe, welcoming, accessible, and appropriately equipped spaces which will facilitate activities without discrimination and will take advice from relevant organisations towards this end. Including One Dance UK, BAID, and People Dancing Foundation.

## Working with Children and Young People

Thomas Page Dances will not discriminate against or victimise children or young people:

- In relation to offering students a place in class
- In the quality of provision of dance during class or at events
- In the inclusion of a student in performances or other events
- By excluding a student from class or other events without due cause

Thomas Page Dances are committed to ensuring a high standard of dance education is provided to all students regardless of race, gender, age, sexual orientation or educational or physical needs. We are committed to a process of learning and unlearning to ensure our spaces continue to create, uphold, and protect safe, brace and welcoming spaces for all.

### Anti-discrimination

TPD prohibits any discrimination on the basis of race, creed, colour, religion, national origin, ancestry, marital status, familial status, parental status or pregnancy status, sex, gender identity or expression, sexual orientation, age, height, weight, disability, citizenship status, veteran status, HIV antibody status, or any other factor irrelevant to their enrolment, status or function. Should discrimination occur at any scale the occurrence must be reported to TPD and the appropriate action will be taken.

### Monitoring

The policy will be reviewed a year after development and then every three years, or in the following circumstances:

- Changes in legislation and/or government guidance
- As required by the Local Safeguarding Children Board
- As a result of any other significant change or event.

Last Reviewed: February 2022

**Thomas Page** fulfils the role of Thomas Page Dances' Equal Opportunities Officer, who is in charge of ensuring that the policy is adhered to. This is also the person to whom you must report any allegations of abuse. This person is also required to keep records of such instances. This person can be contacted on 07975502911 or [thomas@thomaspagedances.com](mailto:thomas@thomaspagedances.com)