

Equal Opportunities Policy

Samantha Dene's Dance and Fitness

1. Statement of Intent

At Samantha Dene's Dance and Fitness, we are committed to providing a safe, welcoming, inclusive and caring environment where every child and adult is treated with dignity, respect and fairness.

We value diversity and recognise that every individual is unique. We welcome and support participants of all backgrounds, abilities and circumstances, including individuals with disabilities, additional needs, learning differences and communication or sensory needs.

We are committed to ensuring that no individual is unfairly disadvantaged, excluded or discriminated against.

2. Our Commitments

To promote equality, inclusion and respect throughout our classes, clubs and activities, we will:

- Value every individual and respect their racial origins, religions, cultures, languages, beliefs, identities and family circumstances.
- Provide equal opportunities for all participants, regardless of disability, age, sex, gender, sexual orientation, race, religion or belief, pregnancy or maternity, or other protected characteristics.
- Recognise and respect individual differences and avoid stereotyping, assumptions or unfair treatment.
- Challenge, rather than ignore, racist, discriminatory, offensive or inappropriate remarks, attitudes or behaviours.
- Have zero tolerance for bullying, harassment or victimisation, whether between children, adults, or involving staff, teachers or instructors.
- Deal with concerns or allegations appropriately and, where relevant, in accordance with our Safeguarding Policy.
- Make reasonable adjustments where appropriate to enable individuals with disabilities or additional needs to participate as fully as possible.

- Consider individual needs when planning activities, teaching classes and organising events.
- Promote a positive environment where everyone feels welcomed, valued, safe and included.
- Ensure opportunities to participate, perform, receive recognition and develop skills are offered fairly.
- Ensure recognition such as “Star Awards” or “Star of the Week” is based on appropriate and fair criteria, including effort, progress, participation, teamwork and personal achievement rather than simply ability or performance level.
- Ensure staff and instructors understand their responsibilities in promoting equality and inclusion.
- Review our practices regularly to identify and address any barriers to participation.
- Follow all relevant legislation and statutory guidance applicable to our organisation, including the **Equality Act 2010**, the **Human Rights Act 1998** and relevant safeguarding legislation and guidance in Wales.
- Recognise our responsibilities under the **Social Services and Well-being (Wales) Act 2014** and *Working Together to Safeguard People* guidance.
- Follow our other relevant internal policies, including our Safeguarding Policy, Data Protection Policy, Health & Safety Policy and Customer Service Policy.

3. Children and Adults with Additional Needs

We recognise that some individuals may have additional needs, disabilities, learning differences or other circumstances that may require additional support, communication methods or reasonable adjustments.

Additional needs may include, but are not limited to:

- Autism and other neurodevelopmental differences
- ADHD
- Learning disabilities or learning differences
- Physical disabilities or mobility needs
- Sensory processing needs
- Speech, language or communication needs
- Social, emotional or behavioural needs
- Visual or hearing impairments
- Medical or other individual support requirements

We will:

- Take reasonable and appropriate steps to ensure individuals with additional needs can access and enjoy our classes and activities.
- Work with parents, carers and participants, where appropriate, to understand individual needs and identify suitable adjustments or support.
- Adapt activities, instructions, music, equipment, teaching methods or the structure of a session where reasonably possible.
- Recognise that individuals may communicate, learn, move, participate and respond in different ways.
- Avoid making assumptions about what an individual can or cannot do based on a disability or additional need.
- Focus on individual strengths, progress, participation and enjoyment rather than comparing participants with one another.
- Provide clear and accessible instructions and use visual demonstrations or alternative communication methods where appropriate.
- Allow additional time, movement breaks, sensory breaks or changes to activities where reasonably required and practicable.
- Work positively with parents and carers to support safe and meaningful participation.
- Ensure additional support needs are considered alongside safeguarding, health and safety and the individual's dignity and independence.
- Respect confidentiality and only share information about an individual's additional needs where it is necessary, appropriate and in accordance with our Data Protection Policy.
- Recognise that inclusion does not always mean every participant doing exactly the same activity; reasonable adaptations may be made so that individuals can participate successfully.

4. Inclusive Classes and Activities

Where appropriate, Samantha Dene's Dance and Fitness may provide specifically adapted or additional-needs classes and activities.

These classes are designed to provide a supportive environment where participants can develop movement, coordination, confidence, communication, creativity and social skills at their own pace.

We recognise that participants may have different abilities and support requirements. Activities will therefore be adapted according to the needs of the individuals attending.

Participants attending our mainstream classes will also be supported wherever reasonably possible, and additional needs will not automatically prevent an individual from accessing our wider programme.

5. Responsibilities of Staff and Instructors

All staff, teachers, instructors, volunteers and helpers are expected to:

- Treat every participant with dignity, patience and respect.
- Promote inclusive and positive behaviour.
- Never discriminate against, ridicule, exclude or unfairly disadvantage an individual because of their characteristics or additional needs.
- Follow agreed reasonable adjustments and support arrangements where appropriate.
- Report safeguarding, bullying, discrimination or welfare concerns in accordance with our Safeguarding Policy.
- Maintain appropriate confidentiality when handling personal information.
- Seek advice or support where they are unsure how best to meet an individual's needs.

6. Concerns and Complaints

Any participant, parent, carer, staff member or other individual who believes they have experienced discrimination, bullying, unfair treatment or exclusion is encouraged to raise their concern.

Concerns will be taken seriously and dealt with fairly, sensitively and appropriately.

Where a concern relates to the safety or welfare of a child or vulnerable person, it will be dealt with in accordance with our **Safeguarding Policy**.

7. Review

This policy will be reviewed regularly and updated where necessary to reflect changes in legislation, guidance, our services or the needs of the individuals who attend Samantha Dene's Dance and Fitness.