

## VARNHAM PERFORMING ARTS EQUAL OPPORTUNITIES POLICY 2024

VARNHAM PERFORMING ARTS recognises that everyone has a contribution to make to our society and a right to equal opportunity. No job applicant, member of staff, child, parent, or organisation/individual to which we provide services, or with which we work will be discriminated against by us on the grounds of:

- gender (including sex, marriage, gender re-assignment)
- race (including ethnic origin, colour, nationality, and national origin)
- disability
- sexual orientation
- religion or belief
- age

We aim to promote equal opportunities, eliminate unfair discrimination, and eliminate harassment through the following:

- All staff, children, parents, and members of associated organisations will be treated fairly and with respect.
- Attendance at VARNHAM PERFORMING ARTS will be open to all.
- Selection for employment will be based on aptitude and ability.
- All staff and children will be helped and encouraged to develop their full potential and the talents and abilities of individuals will be fully maximised.
- All staff have a legal and moral obligation not to discriminate unfairly and should report incidents of alleged unfair discrimination against any individual or group of individuals to the Principal.

Our commitment at VARNHAM PERFORMING ARTS

- To create an environment in which individual differences and the contributions of all our staff and children are recognised and valued.
- Every member of staff, child and parent is entitled to be part of an environment that promotes dignity and respect to all. No form of intimidation, bullying or harassment will be tolerated.
- Breaches of our equality policy will be regarded as misconduct and could lead to disciplinary proceedings, termination of employment or exclusion from VPA.
- The policy will be monitored and reviewed regularly. The successful implementation of this policy depends on the awareness and commitment of all staff, parents, and children. On joining VPA they will be made aware of its existence and this policy will be displayed on our website and at our venue.

REVIEWED: 25/06/2024