

Equal Opportunities Policy

Signing off requirements:	
Director	Chris Hodges
Date Of Review:	August 2023
Next Review Date:	August 2024

The Rhythm Studio is an inclusive school where we focus on the well-being and progress of every child and where all members of our community are of equal worth.

We believe that the Equality Act provides a framework to support our commitment to valuing diversity, tackling discrimination, promoting equality and fostering good relationships between people. It also ensures that we continue to tackle issues of disadvantage and underachievement of different groups.

We recognise that these duties reflect international human rights standards as expressed in the UN Convention on the Rights of the Child, the UN Convention on the Rights of People with Disabilities, and the Human Rights Act 1998.

Our approach to equality is based on the following seven key principles

1. All learners are of equal value. Whether or not they are disabled, whatever their ethnicity, culture, national origin or national status, whatever their gender and gender identity, whatever their religious or non-religious affiliation or faith background and whatever their sexual orientation.
2. We recognize, respect and value difference and understand that diversity is a strength. We take account of differences and strive to remove barriers and disadvantages which people may face, in relation to disability, ethnicity, gender, religion, belief or faith and sexual orientation. We believe that diversity is a strength, which should be respected and celebrated by all those who learn, teach and visit here.
3. We foster positive attitudes and relationships. We actively promote positive attitudes and mutual respect between groups and communities different from each other.
4. We foster a shared sense of cohesion and belonging. We want all members of our school community to feel a sense of belonging within the school and wider community and to feel that they are respected and able to participate fully in school life.
5. We observe good equalities practice for our staff. We ensure that policies and procedures benefit all employees and potential employees in all aspects of their work, including in recruitment and promotion, and in continuing professional development.
6. We have the highest expectations of all our children. We expect that all pupils can make good progress and achieve to their highest potential.
7. We work to raise standards for all pupils, but especially for the most vulnerable. We believe that improving the quality of education for the most vulnerable groups of pupils raises standards across the whole school.

School Commitments

The Equal Opportunities Policy of The Rhythm Studio aims to ensure that no student, member of staff or visitor is subjected to unfair discrimination. The school will not discriminate unfairly on the grounds of age, disability, sex, sexual orientation, gender reassignment, pregnancy and maternity, race, religion or belief, marriage and civil partnership, class or other such unjustifiable cause. The school will endeavour through equal opportunities action to create an environment in which students and staff give due respect to other people and their work or ideas.

Employment

Selection criteria and procedures for staff will be designed, monitored and reviewed to ensure staff are recruited and selected on the basis of their merits, abilities and potential. The Rhythm Studio will work to ensure equality of opportunity and treatment in the recruitment, selection, training, development and promotion of staff at all levels.

Monitoring

The Rhythm Studio will collect, evaluate and publish data relevant to its equal opportunities policies. Procedures for the assessment of students' progress and achievements will be monitored and reviewed regularly to ensure that the principles of this policy are being followed.

Policy review

The Rhythm Studio is committed to the continuing development and review of its policies and practices to ensure equality of opportunity and treatment of those who are, or seek to be, its students, employees or visitors. The Rhythm Studio will also, where suitable, initiate new policies and practices. In meeting these commitments The Rhythm Studio will take due account of any duties or obligations imposed by the law.

Awareness

The Rhythm Studio will encourage greater awareness of its aims, policies and procedures in the field of equal opportunities and provide appropriate information and training as required.

Failure to adhere to the policy

The Rhythm Studio will do its utmost to protect students, staff and visitors from discriminatory behaviour by any individual or groups within the institution. Allegations of discriminatory behaviour on the part of students or staff will be dealt with under the Grievance Procedures for staff and students, as appropriate.