



# Equal Opportunities

The aim of this policy is to communicate the commitment of Top Hat Theatre School to the promotion of equality and opportunity.

It is our policy to provide equality of membership to all, irrespective of:

- Gender, including gender reassignment
- Marital or civil partnership status
- Having or not having dependents
- Religious belief or political opinion
- Race (including colour, nationality, ethnic or national origins)
- Disability
- Sexual orientation
- Age

We are opposed to all forms of unlawful and unfair discrimination. All members of the school will be treated fairly and will not be discriminated against on any of the above grounds. Decisions on enrolment will be made objectively, without unlawful discrimination.

We recognise that the provision of equal opportunities in all our activities will benefit the school. Our equal opportunities policy will help students to develop their full potential and the talents and resources of the students will be utilised fully to maximise the effectiveness of the school.

Top Hat Theatre School recognises that there is a statutory duty to implement an equal opportunities policy. This policy applies to applicants for employment, volunteers and students of the school alike.

Top Hat Theatre School is committed to the principles and practice of equality and values the diversity of the local population. We want our services, facilities and resources to be accessible and useful to every citizen regardless of gender, age, ethnic origin, religious belief, disability, marital status, sexual orientation, or any other individual characteristic which may unfairly affect a person's opportunities in life.

## **Equality commitments**

We are committed to:

- Promoting equality of opportunity for all persons
- Promoting a good and harmonious learning environment in which all men and women are treated with respect and dignity and in which no form of intimidation or harassment is tolerated

- Preventing occurrences of unlawful direct discrimination, indirect discrimination, harassment, and victimisation
- Fulfilling all our legal obligations under the equality legislation and associated codes of practice
- Complying with our own equal opportunities policy and associated policies
- Taking lawful affirmative or positive action, where appropriate
- Breaches of our equal opportunities policy will be regarded as misconduct and could lead to termination of enrolment and/or employment.

### **Implementation**

The Principal has specific responsibility for the effective implementation of this policy. We expect all students to abide by the policy and help to create the equality environment which is its objective.

### **Monitoring and review**

We will establish appropriate information and monitoring systems to assist the effective implementation of our equal opportunities policy. The effectiveness of the equal opportunities policy will be reviewed regularly (at least annually) and action taken as necessary.

### **Complaints**

Students who believe that they have suffered any form of discrimination, harassment, or victimisation are entitled to raise the matter with the Principal. All complaints of discrimination will be dealt with seriously, promptly and confidentially.

Every effort will be made to ensure that students who make complaints will not be victimised. Any complaint of victimisation will be dealt with seriously, promptly and confidentially. Victimisation will result in disciplinary action and may warrant dismissal from the school role.

**Reviewed May 2024**