

Equality and Diversity Policy

POLICY STATEMENT

At the Audacity Performing Arts Academy we ensure our services are inclusive and accessible. We welcome students and staff of all ethnicities, genders, sexual orientations, socio-economic classes, religions, disabilities in everything we do.

ACCESS NEEDS

- An access need is anything that a student/staff member may need in order to use/provide our services. Some examples of access needs are:
 - Step free access.
 - Lesson adaptations to work with mobility issues.
 - Any necessary adaptations to work with people who are neurodivergent.
 - Trained staff to support S.E.N.D students.
 - Specific medical needs e.g. allergies, medications, seizures e.t.c
 - Adaptations for students/teachers with epilepsy.

- All students/staff will be asked to provide details of their access needs in the registration form provided at the beginning of their use of services/employment. These forms may be updated at a later date as required. This can be done by emailing audacityperformingartsacademy@gmail.com.
- A student/staff's access needs will be stored safely and securely by the Audacity Performing Arts Academy in a password protected digital folder. This information will only be shared internally as to provide adequate services in the student/staff's best interests.
- Audacity Performing Arts Academy will strive to ensure all access needs are met. DSL (Laura Wilson and Rhianna Goodwin) will oversee all adaptations and requirements to monitor this.

EQUALITY

- All students and staff will be given the necessary resources and opportunities required individually to use/provide Audacity Performing Arts Academy's services. This will be afforded to all students and staff of all ethnicities, genders, sexual orientations, socio-economic classes, religions, disabilities and age.

REPORTING OF DISCRIMINATION

- Any incidents of discrimination of any kind should be reported to a DSL (Laura Wilson and Rhianna Goodwin) on. All reports of discrimination will be investigated and all necessary welfare actions will be taken. If someone is in immediate danger, call 999.

THIS POLICY WAS LAST REVIEWED AND UPDATED ON 09/08/2024 BY:

RHIANNA GOODWIN
LAURA WILSON