

EQUALITY, DIVERSITY AND INCLUSION POLICY

School: Cartwright Dance Collective

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The Cartwright Dance Collective Equality, Diversity and Inclusion Policy covers all students in attendance.

Cartwright Dance Collective ensures an inclusive environment at all times. We will not discriminate and we will make reasonable adjustments to ensure that no child is placed at a disadvantage in relation to their individual needs in the ways we organise and deliver our provision.

We will ensure;

- Everyone has opportunities to grow, develop and achieve.
- Everyone can experience success and achievement.
- Everyone has opportunities as good as each other's, not the same as each other's.
- Everyone has skills, confidence in using them and future opportunities.
- Everyone gets the chance to feel happy and fulfilled.

Bullying

Cartwright Dance Collective recognises that any form of bullying, whether verbal, physical, psychological or cyber, and whether one-off, occasional or repeated, is completely unacceptable.

Definition:

Bullying is a behaviour displayed by an individual or a group, repeated over time (or possibly one serious incident) that intentionally hurts another. Bullying can take many forms and is often motivated by prejudice, for example on grounds of ability, special need, race, religion, culture, gender, sexual orientation, or because a child is adopted or has caring responsibilities.

Stopping violence and ensuring immediate physical safety is obviously the school's first priority. Although bullying in itself is not a specific criminal offence in the UK, it is important to bear in mind that some types of harassing or threatening behaviour may in some circumstances be regarded as such.



Bullying can be:

- Emotional – being unfriendly, excluding, and tormenting (e.g. hiding uniform, threatening gestures).
- Physical – pushing, kicking, hitting, punching or any use of violence.
- Racist – racial taunts, graffiti, gestures.
- Sexual – unwanted physical contact or sexually explicit and/or abusive comments.
- Homophobic – because of, or focusing on, the issue of sexuality.
- Verbal – name calling, sarcasm, spreading rumours, teasing.
- Disability – because of, or focusing on, a disability.
- Cyber – using electronic means such as social websites, mobile phones, text messages, photographs or e-mail to cause pain and distress to a victim.
- Religious/Cultural – religious or cultural intolerance of any sort.

Bullying can seriously damage a young person's confidence and sense of self-worth. It can lead to serious and prolonged emotional damage for an individual, and, at its most extreme, taking their own life. Those who conduct the bullying or witness the bullying can also experience emotional harm, and the impact on parents and instructors can be significant. Cartwright Dance Collective understands that some students, those with disabilities or special educational needs, can be more of a target for bullying, and will be mindful of this.

Cartwright Dance Collective accepts that as well as pupils bullying pupils, instructors can be bullies, or the victims of bullying, as can parents. The Dance School sees all incidents of bullying as unacceptable, and all known incidents will be addressed with equal importance.

All members of the Cartwright Dance Collective community (parents, pupils, and instructors) have a responsibility to ensure that, in so far as it is reasonably practicable, bullying is prevented, and when it does occur, it is dealt with effectively and in accordance with this policy.

Who to Contact:

- Kim Cartwright – Please see our complaints procedure for details on how to raise a complaint.

Aims:

- To promote a consistent approach to managing behaviour with the emphasis on preventing bullying throughout Cartwright Dance Collective.
- For instructors to take the lead in ensuring policies are implemented effectively.
- To create an atmosphere of trust and openness.
- To promote strongly positive behaviour of all types.

- To ensure that concerns of all types are raised at an early stage and dealt with swiftly, fairly and with consistency.
- To ensure both bullies and those being bullied are supported appropriately and systems put into place to monitor progress.
- To ensure all concerns and reports of bullying of all kinds are recorded fully.



Objectives:

To communicate the contents clearly to all so that;

- All staff, pupils and parents have an understanding of what bullying is.
- All staff know what the school policy is on bullying, and follow it when bullying is reported.
- All pupils and parents know what the school policy is on bullying and what they should do if bullying arises.
- Everyone takes bullying seriously at all times, so that pupils and parents are assured that they will be supported when bullying is reported.

The Equality Act 2010 – Cartwright Dance Collective complies with the aims of this act as follows:

- We aim to eliminate unlawful discrimination, harassment, victimisation and any other conduct prohibited by the Act.
- We work to advance equality of opportunity between people who share a protected characteristic and people who do not share it.
- We promote and foster good relations between people who share a protected characteristic and people who do not share it.

Roles and Responsibilities

Cartwright Dance Collective will deal quickly and effectively with incidents. All staff and pupils have a vital role in preventing bullying within the school.

Recording of incidents

A record of all incidents of bullying (register) are kept by Kim Cartwright, Dance School Owner. All relevant incidents occurring at any time are recorded.

We are committed to reviewing our policy and good practice annually. This policy was last reviewed in August 2026 and will be reviewed again August 2027.

Name: Kim Cartwright

Job Title: Dance School Owner

Signature: *K.Cartwright*