



Equality and Diversity Policy and Procedure P1/2

1 Purpose

This policy is designed to ensure that Nice 'n' Easy establishes and maintains compliance with its obligations in respect of diversity and equality, with regard to legislation, regulatory requirements, and best practice.

2 Policy

Nice 'n' Easy Dance Studio prides itself on its commitment to diversity, and takes steps at all times and with respect to all its functions, policies and procedures to ensure that no learner is discriminated against on grounds of race, disability, gender, religion, sexual orientation or for any other reason. This includes ensuring that no unnecessary barriers are present which deny access to candidates who could otherwise enter for examinations and achieve credit and/or qualifications.

The Nice 'n' Easy Dance Studio has a corporate, over-arching Equal Opportunities and Diversity Policy. This dance school operates within the framework established by the corporate policy, and describes the ways in which regard for diversity and absence of discrimination are built into the Dance Studio's work in developing, administering and organisation of the awarding of qualifications.

Nice 'n' Easy is mindful of its obligations under current legislation, particularly the 2010 Equalities Act. To that end an Equality Working Group is in place which, as well as keeping the corporate policy under review, will develop and implement a Single Equality Scheme including Equality Impact Assessments.

3 Barriers

The following barriers to entry are identified:

Financial. Entry to examination may be denied to learners whose economic status prevents them from being able to pay the required fee.

Disability. Specifically: lack of physical mobility, visual impairment, and hearing impairment, all of which may prevent candidates from achieving learning outcomes or qualifications based on the physical performance of dance.

Religious. Candidates may, for religious reasons, be unable to take part on a certain day, or may wish to wear items of clothing or artefacts which may be unsuitable in dance.

Age. Candidates may be younger than the stated minimum age for entry to examination.



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Gender. According to the heritage of the art form, the requirements for males and females in dance are different. Candidates may be unable to enter if it is designed for a specific gender.

Nice 'n' Easy Dance Studio mitigates against these barriers in the following ways:

4 Responsibilities and Review

The Director of Nice 'n' Easy, in consultation with members of the Nice 'n' Easy dance studio the Standards Committee and other relevant staff, is responsible for the equalities legislation, and for developing, reviewing and signing off this policy.

The Equality Working Group, chaired by the directors of Nice 'n' Easy is responsible for managing and keeping under review the Nice 'n' Easy dance studio's compliance with equality and diversity.

Should it be felt necessary, Nice 'n' Easy may invite an external consultant to advise on matters related to diversity and equality compliance. This consultant will be identified by the Director of Nice 'n' Easy as an individual who can offer specific expertise and advice on one or more matters pertaining to equalities legislation.

In the event of any area(s) of non-compliance being identified, action to be taken is determined and incorporated within regulatory guidelines.

The policy is reviewed on an annual basis.

Policy Adopted Date: July 2015

Policy Reviewed: June 2016

Policy Reviewed: June 2017

Policy Reviewed: June 2018

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Nice 'n' Easy Dance Studios

