



EQUAL OPPORTUNITIES POLICY

FEBRUARY 2025



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At MovementWorks®, we will ensure that we provide a safe and caring environment, free from discrimination for everyone, including children with additional needs. MovementWorks® is committed to ensuring equality of opportunity for all who learn, volunteer and work with us. We respect and positively value all differences, including in race, gender, sex, disability, class and age. We strive to remove barriers that place people at a disadvantage and will actively combat bigotry. We welcome everyone we work with as an individual and promote a caring and welcoming atmosphere to ensure that everyone may achieve his or her own potential.

This policy sets out a code of practice to safeguard the welfare of all participants in our activities, projects and general care, and in particular provides guidelines for our staff who lead the classes and anyone working with us.

1.0 Cultural

- 1.1 MovementWorks® endeavours to reflect the cultural diversity of students who are taking part in our workshops. MovementWorks® intent is to enable our students to learn and dance in an environment which accepts other people's cultures. During our workshops we use a wide range of music representative of different cultures.

2.0 Special Needs

- 2.1 MovementWorks® promotes the integration of children and adults with differing needs and ensures that teachers and volunteers are aware of such needs.
- 2.2 MovementWorks® requests that parents/carers/schools inform us of their child/children's individual needs, including special needs, so that we are able to help deliver a dance programme that is suitable for all. We nevertheless respect a parent/carer's rights not to disclose information to us, whether through a lack of such information or for privacy reasons.

3.0 Language

- 3.1 MovementWorks® uses support strategies in order to be fully inclusive and to establish two-way communication with all those with whom we work, including those for whom English is a second language. In particular, Makaton and visual aids are used during our workshops as a way to establish and build communication.

4.0 Learning Principles

- 4.1 MovementWorks® will promote learner-centered provision. All students will have their achievements recognised. This may be through performance work or by recognition of their achievements provided verbally or through other forms of communication.
- 4.2 MovementWorks® will make suitable arrangements to work with others, including support assistants, so that appropriate learning support is provided to each student.
- 4.3 Movementworks® will create an environment that is accessible, stimulating, encouraging and supportive of working, volunteering, learning and achieving.
- 4.4 MovementWorks® will implement monitoring procedures that measure and report regularly on the success of this policy.



5.0 Challenging inappropriate attitudes and practices

MovementWorks® will challenge inappropriate attitudes and practices by engaging children and adults in inclusive practice and discussion, by displaying positive images of race and disability, and by ensuring that our staff model anti-discriminatory behaviour at all times.

6.0 Harrassment

MovementWorks® will not tolerate any form of harassment, whether racial or otherwise. We will challenge racist and discriminatory remarks, attitudes and behaviour from the children, from staff and from any other adults we work with.

POLICY REVIEWED: FEBRUARY 2025

NEXT REVIEW DATE: FEBRUARY 2026

Note: MovementWorks® policies, procedures and supporting documents are reviewed annually or more frequently if there are changes to legislation, guidance or good practice guidelines.



A MovementWorks® Policy

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