



## Equal Opportunities Policy Guidelines Contents Summary

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This policy is upheld by all staff of Elizabeth Boardman Dance, Elizabeth Boardman School of Dance including Elizabeth Boardman Dance Company and is reviewed yearly by Elizabeth Boardman. This document was last reviewed 01/12/2023.

## **STATEMENT OF INTENT**

It is the policy of our organization, Elizabeth Boardman Dance, Elizabeth Boardman School of Dance including Elizabeth Boardman Dance Company to treat all employees, students, parents, carers, and the public and job applicants fairly and equally regardless of their age, disability, gender reassignment, race, religion or belief, sex, sexual orientation, marriage or civil partnership, and pregnancy or maternity.

Furthermore, our organisation will ensure that no requirement or condition will be imposed without justification which could disadvantage individuals purely on any of the above grounds.

The policy applies to recruitment and selection, terms and conditions of employment including pay, promotion, training, transfer and every other aspect of employment.

In terms of recruitment, our organisation will regularly review the procedures and selection criteria to ensure that individuals are selected, promoted and otherwise treated according to their relevant individual abilities and merits.

We are committed to the implementation of this policy and to a programme of action to ensure that the policy is, and continues to be, fully effective.

All staff are required to comply with the policy and to act in accordance with its objectives so as to remove any barriers to equal opportunity.

Any act of discrimination by employees or any failure to comply with the terms of the policy will result in disciplinary action.

See the following website for more background information <https://www.gov.uk/guidance/equality-act-2010-guidance>

This policy was reviewed in January 2026 and is next due for a review in January 2027

