

Equality and Diversity Policy

icandance welcomes and treats with respect and equality all children, young people, their parents and carers, staff and volunteers. This is regardless of disability, race, colour, religion, gender, nationality, ethnic origin, age, sexual orientation, marital or employment status.

For staff and volunteers

All staff and volunteers are required morally and legally not to discriminate against carers, children and young people who attend **icandance**. This includes treatment of fellow team members, trustees and the wider community.

Discriminatory conduct and sexual or racial harassment shall be regarded as gross misconduct and a staff member or volunteer is liable to be dismissed immediately.

icandance appoints, trains, develops and promotes individuals on the basis of merit, ability and the needs of the organisation.

Managers and supervisors who are involved in the recruitment, selection, promotion and training of staff and volunteers have special responsibility for the practical application of the **icandance** Equal and Diversity Policy. All recruitment and hiring will be considered by both the Principal and Operations Manager and, where necessary, the trustees.

At times specific criteria may be required to meet the needs of an individual child/young person when recruiting or assigning a staff member.

The concerns and complaints policy is available to any staff member or volunteer who believes that they may have been unfairly discriminated against.

For the parent, carer, child or young person or other party

icandance will not tolerate discrimination of any form towards staff, volunteers and trustees. This is regarded as gross misconduct and would be addressed with immediate effect by trustees.

The concerns and complaints policy is available to any parent, carer, child or young person or other party who believes that they may have been unfairly discriminated against.

Reviewed and amended on the 1st September 2019