

LANGUAGE OF DANCE® TRUST EQUAL OPPORTUNITIES POLICY

The Language of Dance Trust is wholeheartedly committed to the principle of Equal Opportunity.

The Language of Dance Trust accepts that in society groups or individuals maybe disadvantaged or discriminated against on the grounds of race, disabilities, age, sex or sexual identity. The Language of Dance Trust accepts that it is morally wrong to hinder equality of opportunity on these grounds.

In addition to its social responsibility The Language of Dance Trust recognises the statutory requirements laid down in the Race Relations Act, the Sex Discrimination Act, the Disabled (Employment) Acts of 1944 and 1958 and the Disability & Discrimination Act 1995. It accepts and wishes to comply with the recommendations set out in the 1984 Commission for Racial Equality Code of Practice and the Code of Good Practice on the Employment of Disabled People, Employment Equality (Sexual Orientation) Regulations 2003, the Employment Equality (Religion or Belief) Regulations 2003, the Employment Rights Act 1996 and the Employment Equality (Age) Regulations 2006

The Language of Dance Trust accepts the need to challenge the notion that equal treatment is simply, and literally, a matter of treating everyone the same: that equal treatment is the same treatment. Additional steps may often be required to ensure equally appropriate treatment in relation to need.

Please note that the Language of Dance Trust supports the Language of Dance Centre and that the Language of Dance Centre operates under the auspices of the Trust, therefore this policy is applicable to all Language of Dance Centre activities.