

## **EQUAL RIGHTS POLICY**

The Trust is aware and supportive of the rights of every individual to have respect of their gender, race, religion and ability. As a provider of employment and pupils' education, we are aware that all applicants must have the right to realise their individual potential.

The Trust monitors the gender balance of staffing levels, the racial origins of staff and pupils, and the religious backgrounds of staff and pupils. The Principal, along with the Director/Head of each Department, is responsible for ensuring that equal rights are given to applicants regardless of their backgrounds.

Directors/Heads of Department are responsible for monitoring and assessing how Trust policies affect ethnic minorities, and making sure that all pupils achieve their own goals. In practice, pupils are judged on their efforts in class, rehearsals, performances and academic work.

In a Performing Arts School, some disabilities may preclude total immersion in a course. If this is so, it may preclude participation in a specific Performing Arts discipline. Applicants who meet the audition criteria of a course are encouraged; employment of anyone with a physical or a mental disability is not precluded. The Trust recognises that every effort must be made to support and encourage anyone whom may consider applying for the School to make suitable choices.

Some courses in the school may be suitable for someone with visual or auditory impairment and limited physical disability. The School has experience of teaching a pupil with limited physical disability and much success has been achieved.

The School recognises that some religions observe different religious holidays. This is encouraged and allowed for by the Principal and Directors and Heads of departments. In addition, provision is made, where possible, for observance of different religious worship within the local area.