

EQUAL RIGHTS POLICY

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

The Trust monitors the balance of staff and their gender, racial origins and religious backgrounds of both staff and pupils. The Principal, along with the Director/Head of each department, is responsible for ensuring that equal rights are given to all individuals regardless of their backgrounds or characteristics.

Governors/Heads of departments 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 objectively on their efforts and achievements in classes, 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. However, applicants who meet the audition criteria of a course are encouraged to participate.

The employment of anyone with a physical or a mental disability by the Trust is not precluded. The Trust recognises that every effort must be made to support and encourage anyone who may consider applying for the Trust as an employee to make suitable choices.

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

The Trust recognises that some religions observe different religious holidays. Where possible, time off for such holidays is encouraged and allowed for by the Principal and Governors and Heads of Departments. In addition, provision is made, where possible, for the observance of different religious worship within the local area.

The school recognises its responsibilities under diversity legislation relating to sex discrimination, racial discrimination, disability discrimination, employment equality, the Equality Act 2010 and the EU Convention for the Protection of Human Rights. For further information please see the Trust's Equal Opportunities Policy.

This Policy does not form part of any Employee's contract of employment and may be amended at any time.