

Tempest Dance & Fitness Equality, Diversity and Inclusion Policy

Tempest Dance & Fitness is committed to encouraging equality, diversity and inclusion among our instructors and students, and eliminating unlawful discrimination.

The aim is for our studio to be truly representative of all sections of society and our students, and for each student and instructor to feel respected and able to give their best.

Tempest Dance & Fitness - in providing studio facilities - is also committed against unlawful discrimination of students or the public.

The policy's purpose is to:

- provide equality, fairness and respect for all students and instructors
- not unlawfully discriminate because of the Equality Act 2010 protected characteristics of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race (including colour, nationality, and ethnic or national origin), religion or belief, sex and sexual orientation
- oppose and avoid all forms of unlawful discrimination. This includes when dealing with instructor grievances and discipline, dismissal, and selection for employment, promotion, training or other developmental opportunities. This also includes when dealing with student grievances, complaints and opportunities for training, competing, grading and performing.

Tempest Dance & Fitness commits to:

- Encourage equality, diversity and inclusion in the studio as they are good practice and make business sense
- Create a working environment free of bullying, harassment, victimisation and unlawful discrimination, promoting dignity and respect for all, and where individual differences and the contributions of all students and instructors are recognised and valued.

This commitment includes advising instructors about their rights and responsibilities under the equality, diversity and inclusion policy. Responsibilities include staff conducting themselves to help Tempest Dance & Fitness to provide equal opportunities in classes and prevent bullying, harassment, victimisation and unlawful discrimination.

All instructors should understand that they, as well as the studio, can be held liable for acts of bullying, harassment, victimisation and unlawful discrimination, in the course of their employment, against fellow instructors, students, and the public.

- Take seriously complaints of bullying, harassment, victimisation and unlawful discrimination by instructors, students, visitors, the public and any others in the course of Tempest Dance & Fitness' work activities.

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Such acts will be dealt with as misconduct under Tempest Dance & Fitness grievance procedures, and appropriate action will be taken. Particularly serious complaints could amount to gross misconduct and lead to dismissal without notice.

Further, sexual harassment may amount to both an employment rights matter and a criminal matter, such as in sexual assault allegations. In addition, harassment under the Protection from Harassment Act 1997 – which is not limited to circumstances where harassment relates to a protected characteristic – is a criminal offence.

- Share opportunities for training, development and progress with all instructors and students, who will be helped and encouraged to develop their full potential, so their talents and resources can be fully utilised to maximise the efficiency of Tempest Dance & Fitness.
- Review this policy when necessary to ensure fairness and also update the policy to take account of changes in the law.
- Monitor the make-up of the workforce and student body regarding information such as age, sex, ethnic background, sexual orientation, religion or belief, and disability in encouraging equality, diversity and inclusion, and in meeting the aims and commitments set out in the equality, diversity and inclusion policy.

Monitoring will also include assessing how the equality, diversity and inclusion policy, and any supporting action plan, are working in practice, reviewing them annually, and considering and taking action to address any issues.

The equality, diversity and inclusion policy is created and implemented by the studio owner and has been agreed all instructors.

Details of Tempest Dance & Fitness' grievance procedures can be viewed on request.