

EQUAL OPPORTUNITIES POLICY

The NATD is committed to equality of opportunity for all its members and their students and will not discriminate on (and expects Examiners not to discriminate on) the basis of race, colour, religion or belief, nationality, ethnic or national origin, marital or civil partner status, class, gender, gender reassignment, pregnancy or maternity, sexual orientation, age, physical, mental, sensory or learning disability.

The concept of equal opportunity is fundamental to good practice in education in which fairness to all is a basic right. Equal opportunity in dance schools requires an ethos and structure that enables and actively encourages individual students to realise their full potential. This involves the recognition and acceptance of individual needs and differences and seeks to ensure all are valued as people.

In order to promote equality of opportunity and the elimination of unfair discrimination, the NATD will

- ensure all members are made aware of the NATD's Equal Opportunities Policy
- ensure that all publicity and information concerning the Association demonstrates its commitment to equal opportunities
- do its utmost to provide dance opportunities to meet the needs of the community
- keep all aspects of the NATD training programme under constant review to promote the understanding of equal opportunities
- ensure that appropriate advice is available to all members concerning the NATD's Equal Opportunities Policy and its implications
- develop links with appropriate people, groups and associations, both inside and outside the organization to further and develop its Equal Opportunities Policy.

Both in setting the structure and content of qualifications and in its processes and arrangements for assessment and awarding, the NATD will: -

- ensure access and equality of opportunity while safeguarding the integrity of the qualification
- not create unnecessary barriers to achievement
- guarantee fair assessment for all candidates including those with assessment requirements
- take account of all new legislation in relation to equality of opportunity

The NATD is committed to ensuring that principles of equal access are adhered to except in cases where the requirements of professional practice have to be considered, in which case candidates will be given the appropriate counselling or advice in order to support their progression.

Action by the teachers to exclude a particular individual from a class, or deny access to an examination, must be taken only after consideration of all the circumstances, consultation with the student concerned (or their parent/guardian if more appropriate), and only if there is a reasonable belief that there is no alternative to the proposed action.

Teachers must also be aware of the following circumstances: -

- Minimum age limits for entry are applied to some examinations in order to protect the health and safety of young children for whom the demands of certain syllabi would be beyond the stage of their physical development
- Certain sections of some examinations are designed particularly for either male or female candidates. This should in no way be construed as sex discrimination as these are designed to reflect and meet the demands of the dance profession

To ensure that the NATD is producing an equal opportunities environment, ethnic group monitoring will be undertaken of NATD activities for the purpose of evaluating the impact of our equal opportunities policy and to comply with the Race Relations (Amendment) Act 2000 and its appropriate code of practice.

This will necessitate the NATD requesting details such as ethnic origin of each candidate when registering them for their first NATD examination. The NATD recognises the complex and sensitive nature of ethnic group data and respects the rights of the individual to define their own ethnic group and to choose whether or not to disclose information about their ethnic group. The NATD will also ensure that information about an individual's ethnic group is treated in confidence and used strictly for the purpose of monitoring the operation and impact of our Equal opportunities Policy.