



Equal Opportunities 2026

Date of Policy: **27th March 2026**
Policy Responsibility: **Sam Gibbs (Principal)**
Updated or reviewed: **Annually**

PERFORMERS THEATRE COMPANY

INTRODUCTION

At Performers Theatre Company, we recognise that equality, inclusion, and safeguarding are intrinsically linked. Creating an environment where all individuals feel respected and valued is essential to ensuring the safety and wellbeing of children and young people. Any form of discrimination, harassment, or exclusion may constitute a safeguarding concern and will be treated in line with our Safeguarding and Child Protection Policy.

Equal opportunity is the right of everyone to equal chances, and each individual is respected for who they are.

These include:

- Students
- Teaching staff
- Support staff
- Parents/Carers
- Leadership
- Visitors to the school

Equal opportunities will permeate all aspects of life at Performers Theatre Company and it is the responsibility of every member of the Performers Theatre Company community to implement the policy laid down.

This policy reflects the consensus of opinion of the whole Performers Theatre Company community.

The implementation of the policy is the responsibility of all individuals within Performers Theatre Company.

All members of the school community are made aware that every individual has a right to be considered of equal value and be given equal opportunities regardless of:

- Race (including ethnicity, nationality, and citizenship)
- Sex
- Gender identity
- Disability
- Religion or belief
- Sexual orientation
- Age
- Marriage or civil partnership
- Pregnancy and maternity
- Socio-economic background

There is an openness of atmosphere which welcomes everyone to Performers Theatre Company.

Students are encouraged to greet visitors to Performers Theatre Company with friendliness and respect. Arrangements are in place for a member of staff to greet visitors for whom access to the building proves difficult.

At Performers Theatre Company, we are committed to creating a safe, inclusive, and inspiring environment where every individual is valued, respected, and supported to achieve their full potential. We celebrate diversity and promote a culture of kindness, professionalism, and mutual respect.

ROLES AND RESPONSIBILITIES

The Principal and leadership team are responsible for ensuring this policy is implemented effectively and reviewed regularly. The Designated Safeguarding Lead (DSL) is responsible for managing and responding to concerns relating to discrimination, harassment, or inequality where these may impact a student's safety or wellbeing, in line with safeguarding procedures.

Staff are expected to:

- Promote equality and inclusion in all interactions
- Challenge discriminatory behaviour immediately
- Report any concerns in line with safeguarding procedures

Students are expected to:

- Treat others with respect and kindness
- Report any concerns or incidents to a trusted adult

All staff receive appropriate safeguarding and equality training to support the implementation of this policy.

LEARNING ENVIRONMENT

There is a consistently high expectation of all students regardless of age, gender, ethnicity, ability or social background. All students are encouraged to improve on their own achievements and not to measure themselves against others. Parents/carers are also encouraged to view their own children's achievements in this light.

- Teacher enthusiasm is a vital factor in achieving a high level of motivation and good results from students
- The adults within Performers Theatre Company will always provide good, positive role models in their approach to all issues relating to equality of opportunity.
- Performers Theatre Company provides an environment in which all students have equal access to all facilities and resources.
- All students are actively involved in their own learning and progression as a performer.
- A range of teaching methods are used throughout Performers Theatre Company to ensure that effective learning takes place at all stages for all students.
- Provision for students with additional educational needs is provided.

Performers Theatre Company actively promotes a safe environment where all students feel confident to express themselves and raise concerns. Students are encouraged to speak openly about any experiences of discrimination or unfair treatment and will be supported appropriately.

LANGUAGE

At Performers Theatre Company we recognise that all members of the Performers community are expected to use appropriate and respectful language that:

- Does not transmit or confirm stereotypes
- Does not offend
- Creates and enhances positive images of particular groups or individuals

Inappropriate language or behaviour will be challenged immediately and may be addressed through both behaviour and safeguarding procedures where necessary.

REPORTING CONCERNS

Any concerns relating to discrimination, bullying, harassment, or unequal treatment must be reported promptly. This includes concerns raised during classes, rehearsals, performances, or any activity associated with Performers Theatre Company.

Students should speak to a member of staff they trust, who will take their concerns seriously.

Parents and carers are also encouraged to report any concerns to the school.

Staff must report concerns to the Designated Safeguarding Lead (DSL) in line with the Safeguarding Policy.

All reports will be:

- Taken seriously
- Recorded appropriately
- Investigated in a timely manner
- Managed with sensitivity and confidentiality

Where appropriate, concerns will be treated as safeguarding issues.

HARASSMENT AND BULLYING

Performers Theatre Company has a zero-tolerance approach to harassment and bullying of any kind. This includes (but is not limited to):

- Verbal abuse
- Physical behaviour
- Discriminatory remarks
- Unwanted attention or contact

All incidents will be addressed promptly and may be treated as safeguarding concerns where appropriate.

Please refer to the Anti-Bullying Policy and Safeguarding Policy for further procedures.

MONITORING AND REVIEW

This policy will be reviewed annually by the Principal and leadership team.

Its effectiveness will be monitored through:

- Observations of practice
- Feedback from students, parents, and staff
- Recording and review of incidents

Updates will be made in line with current legislation and safeguarding guidance.