

Inclusion Policy- Saddleworth Ballet School

Policy Statement

Saddleworth Ballet School is a Dance School in the private dance sector.

The school currently operates from Greenfield Primary School, located at Shaw Street, Greenfield, Saddleworth, Oldham, OL3 7AA. The premises at Greenfield Primary School includes 1 dance studio, 1 sports hall, secure entrance/collection area for parents/guardians, small break out area for students, separate male and female toilets also used as changing facilities.

Saddleworth Ballet School is committed to promoting an environment where all individuals are encouraged to achieve their full potential and develop their skills. We strive to create a culture which embraces equality, values inclusivity, celebrates diversity and treats all our students with dignity and respect.

We undertake to comply with the requirements of current equalities legislation and not discriminate against any student, teacher, or customer either directly or indirectly; by association or perception; or by harassment.

Protected characteristics:

Direct discrimination occurs where the reason for a person being treated less favourably than another is one of the following, which are known as protected characteristics:

- Age
- Disability
- Sex
- Gender reassignment
- Marriage and civil partnership
- Pregnancy and maternity
- Race
- Religion or belief
- Sexual orientation



In the Equality Act of 2010, a person is “disabled” if he or she has a physical or mental impairment that has a substantial and long-term effect that is on his or her ability to carry out normal day to day activities.

We will do this by:

- Following the professional standards and codes of practice set by the BBO with whom we are registered members.
 - Working in an open, encouraging, and sensitive manner to create an inclusive and supportive environment where our students are treated equally.
 - Providing students equal access to opportunities and participation.
 - Making sure the conditions, rules policies or practices of Saddleworth Ballet School do not disadvantage people with a protected characteristic.
 - Building relationships and making that acknowledge and respect individual differences.
 - Making provisions for student’s individual needs, including: special educational needs; neuro-diversities; gifted and talented students and any needs associated with protected characteristics.
 - Using inclusive language in our classes that is culturally appropriate – avoiding stereotypes in examples and actively promoting multiculturalism.
 - Planning lessons that reflect the diversity of the classroom and using a variety of teaching methods.
 - Challenging negative attitudes, inappropriate behaviour or unfairness when leading a class.
 - Following our safeguarding measures to protect children and vulnerable adults from harm, neglect, or abuse (Saddleworth Ballet School Safeguarding Policy).
 - Setting clear expectations for our students that they should treat each other how they wish to be treated (see expectations for students).
 - Not tolerating bullying.
 - Providing students and families the opportunity to communicate with their teachers and to give feedback and keeping an open-door approach.
 - Being transparent about our terms and conditions of business, policies, and practices, by making them available on our website.
 - Taking seriously any reports of harassment, bullying, or discrimination.
-
- **Last reviewed- September 2025 for the 25-26 academic year.**
 - **The person responsible for reviewing: Emily Turner, Principal and Business Owner.**