



EQUALITY, INCLUSIVITY & DIVERSITY STATEMENT

At Spirit Academy of Dance, we believe that dance should be accessible, welcoming and enjoyable for everyone.

We are committed to creating an environment where every student feels safe, respected, valued and able to reach their full potential, regardless of their background, identity or ability.

We celebrate individuality and believe that diversity strengthens our academy community.

Our Principles

We are committed to:

- Treating every student with dignity, kindness and respect.
- Providing equal opportunities for all students to learn, develop and succeed.
- Creating an inclusive environment where everyone feels they belong.
- Challenging discrimination, bullying and inappropriate behaviour.
- Encouraging confidence, teamwork and mutual respect both inside and outside the studio.

Equal Opportunities

Spirit Academy welcomes students of all:

- Ages
- Genders
- Ethnicities
- Nationalities
- Religions and beliefs
- Disabilities
- Additional educational needs
- Family backgrounds

Where reasonably possible, we will make adjustments to help students participate fully in academy activities.

Parents are encouraged to discuss any additional needs with us so that we can provide appropriate support wherever possible.

Inclusion

We recognise that every child learns differently.

Our teachers aim to provide positive, encouraging and inclusive teaching that supports students to progress at their own pace while helping them develop confidence, resilience and a lifelong love of dance.

Success at Spirit Academy is measured not only by technical ability, but also by effort, commitment, personal growth and enjoyment.

Respect

We expect all members of the Spirit Academy community—including students, parents, staff, volunteers and visitors—to:

- Treat others with courtesy and respect.
- Celebrate differences.
- Use appropriate language and behaviour.
- Help create a welcoming atmosphere for everyone.

Bullying, harassment, discrimination or victimisation of any kind will not be tolerated.

Any concerns will be managed in accordance with our Code of Conduct and Complaints Procedure.

Accessibility

We continually review our facilities, teaching practices and communication methods to improve accessibility wherever reasonably possible.

If you or your child requires additional support or adjustments, please speak to a member of our team. We will always do our best to accommodate individual needs wherever it is safe and practical to do so.

Our Promise

At Spirit Academy of Dance, we are committed to ensuring every student has the opportunity to feel inspired, supported and proud of who they are.

By embracing equality, celebrating diversity and promoting inclusion, we aim to provide an environment where every child can flourish both as a performer and as an individual.