

Gems Performing Arts & Gems Holiday Clubs

Equality, Diversity & Inclusion Policy

Gems Performing Arts and Gems Holiday Clubs are committed to encouraging equality, diversity, and inclusion across all aspects of our provision, and to eliminating unlawful discrimination. **Our aim is for every child, parent, carer, staff member, and visitor to feel respected, valued, and supported to reach their full potential in a safe, welcoming, and inspiring environment.** We believe Performing Arts offers a powerful platform for authentic self-expression, where every identity, heritage, and creativity are recognised and celebrated.

1. Core Commitment to the Equality Act 2010

We ensure that no child, parent, carer, job applicant, or employee is discriminated against, directly or indirectly, on the basis of any protected characteristic under the Equality Act 2010, including:

- Age
- Disability
- Gender reassignment
- Pregnancy and maternity
- Race (including colour, nationality, ethnic or national origin)
- Religion or belief
- Sex
- Sexual orientation

2. Inclusion for Children & Special Educational Needs and Disabilities (SEND)

We welcome all children into our performing arts classes and holiday clubs. To ensure full inclusion:

- **Reasonable Adjustments:** We actively work alongside parents/carers to make reasonable adjustments to our environment, performances, and activities to accommodate children with SEND or specific medical conditions.
- **Individual Support & Communication:** Parents/carers are invited to share any additional needs or support requirements during booking or registration so that personalised adjustments can be implemented before attendance.
- **Inclusive Programming:** Games, drama, dance, and creative activities are adapted so that all children can participate meaningfully regardless of ability, background, or language.
- **Positive Self-Identity:** Resources, music, themes, and activities reflect diverse cultures, backgrounds, and family structures, fostering positive self-esteem and mutual respect among children.

4. Challenging Discrimination, Prejudice & Bullying

Gems maintains a zero-tolerance stance towards discrimination, harassment, stereotyping, or prejudice in any form.

- Discriminatory or hurtful language, comments, or behaviour from children, staff, or visitors will be addressed immediately and assertively.
- Staff are trained to challenge stereotypes and promote empathy, fairness, and kindness in daily interactions.
- Any discriminatory incident involving children will be logged, discussed sensitively with parents/carers, and handled in accordance with our Behaviour Management and Safeguarding Policies.

5. Equal Opportunities in Employment & Staff Conduct

We apply equal opportunity principles across all safer recruitment and employment processes:

- **Safer Recruitment:** Job vacancies are open to all qualified applicants. Candidates are assessed solely on merit, experience, and suitability for working with children.
- **Staff Training:** Staff receive guidance on equality, diversity, anti-bias practices, and SEND inclusion as part of their induction and ongoing professional development.
- **Workplace Culture:** All team members are treated fairly and respectfully. Any staff grievance involving discrimination will be investigated promptly under our disciplinary and grievance procedures.

6. Partnership with Families & Community

- We communicate openly with parents and carers from all backgrounds, respecting diverse cultural, religious, and family values and welcome feedback from families to continuously improve the inclusivity of our settings.
- Information regarding policies, schedules, and club updates is made accessible to all parents upon request.

This policy was updated: Emma Drysdale	Date: 3 / 9 / 2026
To be reviewed: 3 / 9 / 28	signed: 

- This policy should be read alongside: Safeguarding & Child Protection Policy, Health & Safety Policy, Behaviour Management Policy, Administering Medication Policy, and Safer Recruitment Policy.
- **Statutory Framework & Guidance Compliance:**
- Written in accordance with the Equality Act 2010, DfE *Keeping Children Safe in Education*