



# THE DANG THEATRE AND DANCE SYLLABUS (DTDS) EQUAL OPPORTUNITIES POLICY

## Policy

DTDS is committed to providing equal opportunities to all applicants for study regardless of their sex, race, colour, nationality, ethnic origin, marital status, sexual orientation, gender, disability, age, politics, religious beliefs, or trade union membership.

## Issue and review

The date of issue of this policy is January 2023. This policy will be reviewed annually in January of each preceding year.

## Equal Opportunity Statement

DTDS opposes discrimination in all its forms. It is an equal opportunities organisation and operates an ethos and structure of inclusion and equality, which enables individual students to realise their full potential throughout the complete range of educational experiences. DTDS is committed to removing barriers to learning from future and existing students, regardless of mental or physical impairment or disability. Staff and students are entitled to receive from each other courtesy, respect, and support professionally and personally, irrespective of disability, gender, faith, sexual orientation or ethnic heritage.

## Appeals

DTDS has an appeals structure in place please refer to the Enquiries and Appeals policy.



- Appeals are heard through the quality committee and if required will be referred to the management committee.
- Any Appeal can be referred to the accreditation board (RSL) through the management committee or candidate.

## Monitoring

DTDS collects data to monitor the number of applicants in terms of gender, race, disability and family background to ensure that DTDS is continually promoting and attracting a wide variety of candidates without discrimination. All data is protected through the DTDS data protection policy.

- **Candidates**

Key Policies and Procedures are published on [www.thedang.com](http://www.thedang.com), hard copies can be requested by emailing the Head Office via [syllabus@thedang.com](mailto:syllabus@thedang.com).

Policies and procedures are under regular review and monitored in the Academy's efforts to eliminate all forms of harassment and discrimination.

- **Racial Discrimination**

Candidates, teachers and centres can be assured of an environment that is free from racial discrimination and abuse. Staff, examiners and teachers are drawn from a wide range of racial, cultural and religious backgrounds. Proven discrimination will lead to disciplinary action. Examination advice is free of race bias.

DTDS requires staff, examiners and teachers to identify and counter all forms of direct and indirect discrimination within the organisation and its external activities. DTDS seeks to ensure that the content and materials do not overtly or covertly discriminate against ethnic minorities. DTDS will, where possible, provide additional support for those students who do not speak English as their first language if support is required to conduct an examination in English. Please see the Reasonable Adjustment and Special Consideration policy.



- **Religion**

Candidates, teachers, and centres are free to subscribe to any religion or not as they wish; every effort is made to ensure that the environment is friendly, harmonious and respectful of multi faiths.

Any religious or cultural requirements will be met wherever practicable. Guidance will be impartial and objective. DTDS will consider the diversity of candidate background.

- **Sexism and Sexual Orientation**

DTDS practices a non-discriminatory policy for both staff and candidates. Sexist physical or verbal abuse will not be tolerated and will be subject to disciplinary action. DTDS seeks to encourage an equally balanced female and male workforce. This is recorded and reviewed. DTDS welcomes staff and candidates regardless of their sexual orientation.

- **Gender Reassignment/ Fluidity**

DTDS is committed to being a fair and inclusive employer and will not discriminate against an applicant, employee who is undergoing, or who has undergone, gender reassignment.

Transsexual staff and candidates are entitled to be treated with respect and permitted to perform their roles free from harassment and unfair discrimination. DTDS views harassment or discrimination against candidates or members of staff on any grounds as a serious disciplinary offence.

All members of staff should try to refer to the transsexual person by their new name and use pronouns appropriate to their new gender role.

Gender fluidity is accepted, and candidates can perform in the gender of choice in examination.

- **Disabilities and Special Educational Needs (SEN)**

Applicants are encouraged regardless of any disability and the opportunity is given to each candidate to discuss how, with support, they can overcome any restrictions to



their learning. The reasonable adjustments and special considerations policy encourage candidates to provide information about their known support needs. There will be active liaison with relevant agencies and organisations to enable an effective response to be offered to prospective students with additional support needs. Teaching staff and management will ensure that any barriers to participation are minimised wherever possible.

DTDS strives to ensure that students with learning difficulties will have access to additional learning support.

All DTDS printed information and documentation can be made available in large print for those with visual impairment.

Candidate's needs are supported by the Reasonable Adjustment and Special Consideration policy, please refer to the specific sections for further advice.

- **Access**

DTDS strives to ensure that candidates have access to examination and medal sessions. The special consideration and reasonable adjustment policy encourage candidates to provide information about their known support needs. There will be active liaison with relevant agencies and organisations to enable an effective response to be offered to prospective students with additional support needs. Teaching staff, centre management and DTDS management will ensure that any barriers to participation are minimised wherever possible.

- **Reasonable Adjustments and Special Considerations**

DTDS is committed to fair and equal assessment of its qualifications. We expect all candidates to have equal and fair access to all the assessments we provide. Please refer to the Reasonable Adjustment and Special Consideration policy.

We recognise that in some cases there will be a need for some candidates to have access to a range of accommodations to meet their individual needs and provide fair access to the assessments they are undertaking.



Reasonable adjustments can be applied for candidates who have a permanent disability or specific learning needs. Special considerations can be applied for candidates who have a temporary disability, medical condition or learning needs or who are indisposed at the time of the assessment

The provision for reasonable adjustments and special consideration arrangements is made to ensure that candidates receive fair recognition of their achievement whilst maintaining the integrity of the assessment.

Please refer to the Reasonable Adjustment and Special Consideration policy for further guidance.

- **Reasonable adjustments**

A reasonable adjustment is defined as an action that will reduce the effect of a disability or difficulty that places the learner at a substantial disadvantage during assessment.

Please refer to the Reasonable Adjustment and Special Considerations policy for more specific information.

Reasonable adjustments must not affect the integrity of the assessment, but may involve:

- Making changes for individuals to the standard assessment arrangements, for example allowing learners extra time to complete the assessment
- Adapting assessment materials, such as providing materials in Braille for those with visual impairments
- Providing access facilitators during assessment, such as a sign language interpreter or a reader
- Re-organising the assessment room, such as removing visual stimuli for an autistic learner

Reasonable adjustments are requested and approved by Head Office before the assessment takes place and supporting evidence must include the diagnosis by a medical professional or substantiated by an Educational Psychologist or Paediatric practitioner on headed paper. The use of a reasonable adjustment will not be taken into consideration during the assessment of a learner's work. Reasonable Adjustments apply to how the examination or assessment is conducted not the assessment of the



work. Teachers are required to complete the relevant form and email this and any further evidence to [exams@thedang.com](mailto:exams@thedang.com).

Every request for a reasonable adjustment will be considered on a case-by-case basis by DTDS. What is reasonable in terms of an adjustment to the assessment will depend on the individual circumstances, cost implications and the practicality and effectiveness of the adjustment.

- **Special consideration**

Special considerations are different to reasonable adjustments as they apply to a temporary illness or adverse circumstance that could affect the candidate's performance. This could be considered before, during or after the assessment. DTDS will consider applications for special consideration based on the information provided on a case-by-case basis. Please refer to the Reasonable Adjustment and Special Considerations policy.