

Equal Opportunities Policy

Marion Lane *The Professional Centre*

The principle aim of *The Professional Centre* is to promote an environment where all students of various abilities and origins, have equal opportunity to fully realise their personal potential as teachers of dancing.

They are encouraged to develop the skills, knowledge and understanding of the dance genres through a training programme that provides the necessary challenges and encourages standards that are achievable. The programme is designed to equip the professional with the competencies consistent with the teaching profession.

In achieving its aim *The Professional Centre* does not discriminate, either directly or indirectly, on the grounds of colour, nationality, ethnic origin, gender, mental or physical disability, marital status or sexuality.

In order for *The Professional Centre* to prove that it is without prejudice, personal details, such as ethnic origin are requested upon registration. It is hoped that this does not offend, but it is necessary in order for *The Professional Centre* to fully demonstrate its equal opportunities policy. Please note that *The Professional Centre* will observe the guidelines of the Data Protection Act. Personal information will be held securely on file and will not be disclosed to any party outside *The Professional Centre*.

Special considerations

- The term 'Man' and 'Lady' are used in various technical aspects of the work. This reflects the role only within the context of technical descriptions and should in no way be construed as sex discrimination.
- Candidates with disabilities. The overriding approach taken by the Professional Centre is that so far as is possible all students should be afforded the same treatment. Analysis into the student's physical restrictions as well as hi/her strengths would determine their suitability for the dance genre concerned.
- The decision to exclude a student from a class or course for any reason, would be only taken after careful consideration of all the circumstances, consultation with the student (or with their parent/guardian where relevant) and only if there is no alternative to the proposed exclusion.