

## SDTA Equal Opportunities Policy

### **Equal opportunities and fair access to assessment – our commitment to candidates and teachers.**

We aim to ensure that equality of opportunity is promoted in all areas of our products and services and that unlawful or unfair discrimination, whether direct or indirect, is eliminated.

The Scottish Dance Teachers' Alliance (SDTA) undertakes to comply with the requirements of equalities legislation in force including the Equality Act 2010, the Disability Discrimination Act (DDA), the Race Relations Act, the Sex Discrimination Act and the Human Rights Act. We will ensure that we have systems in place to ensure that we do not discriminate against any candidate either directly or indirectly, on the grounds of: age; disability; gender reassignment; pregnancy and maternity; marriage and civil partnership; race; religion or belief; sex or sexual orientation. We therefore require of all SDTA teachers and schools that they do not discriminate in any of these respects. SDTA employees will also be expected to comply with the requirements as set out in this policy.

As a dance association, we ensure that:

#### **This policy is widely publicised to all our customers**

- This policy will be made freely available to all our customers, including candidates, teachers and parents.

#### **Candidates have fair and equal access to assessment opportunities**

- The widest possible diversity of candidates can access the content and assessment of our products and services.
- The entry requirements, content and assessment demands of our products and services are appropriate to the knowledge, understanding and skills specified and do not act as unnecessary barriers to achievement.
- Where there are unavoidable barriers to access, we will make these clear to candidates and teachers and manage their expectations appropriately.
- All our products and services will ensure fair assessment for all candidates.
- The language we use in our materials is clear, free from bias and appropriate to the target group.
- We aim to produce and endorse material that is free from bias, is clear and uses plain English.

#### **We develop our products reference to this policy**

Equality and diversity is inherent in all SDTA policies and procedures, including:

- Training and development of SDTA employees and Examiners;
- Development of examinations;
- And quality assurance of examinations.

#### **We will ensure that we minimise any barriers to access by providing examination syllabuses which:**

- Are clear, use appropriate language and are in plain English;
- Are unbiased towards any of our candidates, regardless of age, disability, etc.;

- And identify any potential barriers to access for candidates and deal with these through our Reasonable Adjustments and Special Considerations Policy.

**We review and evaluate our products and services with reference to this policy**

- All our examinations, syllabuses and learning resources are reviewed with reference to this policy.
- All our services to candidates and teachers are reviewed with reference to this policy.
- We will always act fairly when working with candidates and teachers.
- We will always support and demonstrate the principles of equality of opportunity.

**All teachers as members of the SDTA will adhere to this policy**

- Teachers and schools continue to adhere to current equal opportunities legislation.
- Teachers continue to operate an effective equal opportunities policy, with which candidates are familiar and which applies to all candidates using our products and services.