

Equality & Diversity Policy

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Learner-Friendly Summary

SBK Teaching Standards is committed to providing an inclusive, respectful, and accessible learning environment for all learners. We do not tolerate discrimination, harassment, or disrespect of any kind. We celebrate diversity, including the cultural origins of salsa, bachata, and kizomba, and expect all learners to engage with these dance styles in a culturally respectful way. This policy explains your rights, your responsibilities, and how we promote equality across all our courses.

1. Purpose

This policy sets out SBK Teaching Standards' commitment to equality, diversity, inclusion, and cultural respect across all courses, resources, and interactions. It ensures:

- Compliance with the Equality Act 2010
- Respect for cultural origins of dance styles
- Fair and inclusive access to learning
- A safe environment free from discrimination
- Clear expectations for learners and staff
- Alignment with safeguarding, Prevent, and online-safety duties

2. Scope

This policy applies to:

- All learners
- All courses and assessments
- All communication channels (email, Moodle messaging, Facebook message)
- All learning materials, including cultural content
- All policies and procedures
- All online interactions

3. Our Commitments

SBK Teaching Standards commits to:

- **Zero tolerance** for discrimination, harassment, bullying, or victimisation
- Using **inclusive, respectful language** in all materials
- Ensuring **accessible learning** through Moodle Cloud features
- Respecting and accurately representing the **cultural origins of salsa, bachata, and kizomba**
- Promoting **gender-inclusive teaching**
- Upholding **anti-racism** principles
- Supporting **LGBTQ+ inclusion**
- Providing **equality of opportunity** for all learners
- Supporting learners with disabilities through the **Special Considerations & Access Arrangements Policy**
- Reviewing equality-related complaints and feedback
- Ensuring assessments are **fair, unbiased, and inclusive**

4. Protected Characteristics (Equality Act 2010)

SBK Teaching Standards recognises and protects all nine protected characteristics:

- Age
- Disability
- Gender reassignment
- Marriage and civil partnership
- Pregnancy and maternity
- Race
- Religion or belief
- Sex
- Sexual orientation

Discrimination based on any protected characteristic is strictly prohibited.

5. Cultural Respect in Salsa, Bachata, and Kizomba

SBK Teaching Standards acknowledges that salsa, bachata, and kizomba originate from rich Afro-diasporic, Latin, and African cultural traditions. We commit to:

5.1 Respecting Cultural Origins

- Teaching cultural context accurately and respectfully
- Recognising the historical and social roots of each dance style
- Avoiding stereotypes, misrepresentation, or cultural appropriation

5.2 Inclusive Teaching Practices

- Encouraging learners to appreciate cultural diversity
- Avoiding rigid gender traditions unless historically contextualised
- Supporting autonomy, identity, and diverse expressions in dance
- Ensuring cultural histories are **not used to justify exclusion or discrimination**

5.3 Learner Expectations

Learners must:

- Engage respectfully with cultural content
- Avoid cultural disrespect, stereotyping, or dismissive behaviour

- Recognise the significance of Afro-diasporic and Latin heritage in dance

5.4 Provider Responsibilities

SBK Teaching Standards will:

- Review cultural content for accuracy and respect
- Avoid gatekeeping or misrepresentation
- Ensure cultural teaching aligns with equality and inclusion principles

6. Learner Responsibilities

Learners must:

- Treat others with dignity and respect
- Use inclusive, non-discriminatory language
- Respect cultural origins of dance styles
- Avoid harassment, bullying, or microaggressions
- Follow the Online Safety & Learner Conduct Policy
- Report concerns promptly

7. Provider Responsibilities

SBK Teaching Standards will:

- Provide inclusive, accessible learning materials
- Ensure assessments are fair and unbiased
- Review content for cultural accuracy and inclusivity
- Use Moodle accessibility features
- Provide reasonable adjustments via the **Special Considerations & Access Arrangements Policy**
- Review equality-related complaints
- Monitor learner feedback for equality issues
- Ensure compliance with safeguarding, Prevent, and data-protection duties

8. Reasonable Adjustments

SBK Teaching Standards supports learners who require adjustments. This policy links directly to the: **Special Considerations & Access Arrangements Policy**
(Reasonable adjustments are not detailed here to avoid duplication.)

9. Reporting and Escalation

Learners may report concerns relating to:

- Discrimination
- Harassment
- Cultural disrespect
- Safeguarding concerns
- Prevent concerns

Reports can be made via:

- Email
- Moodle messaging
- Facebook message

Escalation follows the relevant policy:

- **Safeguarding concerns:** Safeguarding Policy
- **Prevent concerns:** Prevent Duty Statement
- **Complaints:** Complaints Policy
- **Data-protection issues:** Data Protection & Information Security Policy

10. Linked Policies

This policy should be read alongside:

- Online Safety & Learner Conduct Policy
- Complaints Policy
- Safeguarding Policy
- Prevent Duty Statement
- Assessment Policy
- Terms & Conditions

- Service Level & Support Policy
- Special Considerations & Access Arrangements Policy

11. Review Cycle

This policy is reviewed:

- **Annually**, or
- When legislation or best-practice guidance changes