



classical training, holistic approach

Human Rights, Equality, Diversity, and Inclusion Policy

Human Rights Policy

Policy Statement

Glasgow School of Ballet is committed to cultivating and promoting a culture which supports internationally recognised human rights. In all its activities, Glasgow School of Ballet prioritises engagements which promote human rights and access to learning for all.

This policy has been developed to ensure Glasgow School of Ballet will consider human rights issues in all our activities. It should be used by staff working on, considering, or proposing an activity, training program, and new learning/teaching approach.

Statutory and legislative frameworks

Scotland's distinctive approach to protecting and promoting human rights, and the action we are taking to fulfil obligations across human rights treaties to which the UK is a party, is reflected in the Scottish Government's response to recommendations issued by the UN Human Rights Council following the Universal Periodic Review of the UK in 2017.

Glasgow School of Ballet acknowledges and fully accepts the [United Nations Guiding Principles on Business and Human Rights](#) and the advice and guidance issued by the Scottish Government on human rights.

Policy Scope

1. This policy applies to all Glasgow School of Ballet employees (employed or free-lance), students, volunteers, and/or anyone acting on our behalf.

2. It is important that all relevant parties (as above) read and comply with this policy and it is the responsibility of everyone to prevent, detect, and report any concerns.

Failure to comply

1. Any act of human rights concern, in whatever form or value is unacceptable.
2. An employee's failure to comply with this policy will be treated seriously and may result in disciplinary action up to and including dismissal.
3. A breach of this policy by an employee would be likely to lead to damage of the reputation of Glasgow School of Ballet and risk their association with external regulatory bodies.

Responding to a Human rights concern

Where an incident takes place which creates significant human rights concerns, Glasgow School of Ballet may wish to suspend or withdraw from the relevant activity. However, Glasgow School of Ballet will endeavour to create an action plan for existing learners to ensure continue their learning.

Any human rights incident should be reported to Glasgow School of Ballet's Principal Teacher for consideration of next steps. It is important that:

- a note of the incident is quickly produced and flagged for consideration
- individual activities are carefully assessed on a case-by-case basis
- once a position is agreed it is clearly and quickly communicated to all persons involved.

Monitoring of human rights issues

Glasgow School of Ballet will monitor human rights issues through various UK and international agencies' alert services or complaints. They recognise the importance of opening up all activities to every section of the community.

Equality, Diversity, and Inclusion Policy

Policy Statement

1. Glasgow School of Ballet is committed to equality, diversity, and inclusion, and in that respect, openness, recognition, and empowerment are crucial to their core values.
2. Glasgow School of Ballet ensures fairness, equality, and professionalism in all its dealings and will not tolerate discrimination, harassment, or victimisation on the basis of an individual's status or perceived status, whether directly, or indirectly or by association: age, disability, marriage and civil partnership, pregnancy and maternity, race (including ethnic origin, colour, nationality, and national origin), religion or belief (including philosophical belief), gender or gender identity (including gender reassignment) or sexual orientation.
3. Glasgow School of Ballet is aware that is not only illegal, but also immoral to discriminate in any of the ways listed above.
4. Glasgow School of Ballet aims to create an inclusive working, studying, and learning environment in which all people are treated fairly and with dignity and respect, in an environment in which they are able to give their best, where there is no harassment, bullying, or victimisation, where all decisions are based entirely on merit.

Policy Scope

The Policy applies to all persons working on a paid or unpaid basis on behalf of Glasgow School of Ballet. This includes but is not limited to all persons who fulfil a responsibility or role in a voluntary (unpaid) capacity, permanent, fixed term and temporary employees, casual workers (including pianists and assistants), freelance staff, including examiners, tutors, teachers, mentors, practical teaching supervisors, parents/guardians attending Glasgow School of Ballet activities.

Responsibilities

Management and individual responsibilities under this policy are set out below.

MANAGEMENT RESPONSIBILITIES –

Glasgow School of Ballet is responsible for ensuring that it meets its legal obligations in respect of legislation relating to equality and is responsible for putting into place procedures to encourage a working and learning culture and environment that complies not only with Glasgow School of Ballet's values, but also with its statutory, validation, and accreditation obligations.

In accordance with these responsibilities Glasgow School of Ballet will:

- Draw up an Equality, Diversity, and Inclusion policy setting out the actions to be taken in respect of its obligations under current equality legislation.
- Ensure compliance with the Equity, Diversity, and inclusion policy across all activities and programs.
- Foster a working and learning environment in which compliance with this policy is regarded as integral to the work in all activities.
- Ensure that complaints of discrimination, bullying or harassment are taken seriously.
- Ensure that any and all appropriate actions arising out of any recommendations or report in respect of any complaint of discrimination, bullying or harassment, even if such complaints are not upheld, are implemented.

INDIVIDUAL RESPONSIBILITIES –

In order to ensure that this policy is put into practice, anyone who falls within the category of persons identified in the policy scope above:

- Should actively seek to promote equality of opportunity and strive to create an environment in which colleagues, students, volunteers, and visitors may work or perform without fear of reprisal or intimidation.
- Must not discriminate unfairly in the way that they provide or obtain services on behalf of Glasgow School of Ballet.
- Must not discriminate unfairly if involved in the recruitment, promotion, and management of employees, the selection and supervision of students and assessment of examination candidates.
- Must not practice unfair discrimination or harassment or encourage other employees or students to do so.
- Must not victimise any person who has complained of harassment, unfair treatment, or discrimination, or who has given information in connection with such a complaint.

Failure to Comply

1. Any act of discrimination, in whatever form or value is unacceptable.
2. An employee's failure to comply with this policy will be treated seriously and may result in disciplinary action up to and including dismissal.
3. A breach of this policy by an employee would be likely to lead to damage of the reputation of Glasgow School of Ballet and risk their association with external regulatory bodies

Training and support

Glasgow School of Ballet is committed to providing appropriate training to all staff. A detailed Training Plan, including induction, awareness and reporting is arranged and delivered, annually, from Glasgow School of Ballet premises

This policy is available to all employees on request and is drawn to the attention of all new employees (employed or free-lance) at induction.

Policy Review

This policy is reviewed on an annual basis (sooner if necessary) by the Principal Teacher.

A handwritten signature in black ink, appearing to read 'Gemma Lockhart', with a stylized, flowing script.

PRINCIPAL TEACHER

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