

EQUAL OPPORTUNITIES & INCLUSION POLICY

All Access Performing Arts & Fitness

Effective from: 1st January 2026

Version: 2.0

1. Statement of Inclusion

At All Access Performing Arts & Fitness, we are committed to creating a welcoming, inclusive and supportive environment for all.

We welcome students of all genders, races, disabilities, religions, ethnicities, backgrounds, abilities and neurodiversity.

Every student has the right to feel safe, valued and able to participate fully.

2. Promoting Inclusion

We actively encourage kindness, respect and teamwork within all classes, helping every child to grow in confidence and feel a sense of belonging.

3. Reasonable Adjustments

Where possible, we will make reasonable adjustments to support students with additional needs, provided it is safe and appropriate within the class environment.

4. Working in Partnership with Families

We work closely with parents to understand each child's needs and to ensure we can provide the best possible support within our setting.

5. Limitations

As a small independent school, there may be occasions where a child's needs require more specialist support than we are able to provide.

In these situations, we will always communicate openly and sensitively with families to explore suitable alternatives that prioritise the child's safety and wellbeing.

6. Non-Discrimination

Discriminatory behaviour by students, parents or staff will not be tolerated under any circumstances.

Why this version works better

- Feels **more inclusive and proactive**, not just reactive
- Softens the "limitations" message while still protecting you
- Strengthens **parent trust**
- Aligns beautifully with your brand messaging (confidence, belonging, support)