

Equality, Diversity & Inclusion Policy

Just 4 Kids Performing Arts

Policy Lead: Victoria Nagy, Principal

Last reviewed: September 2026

Next review: September 2027

1. Our Commitment

At Just 4 Kids Performing Arts (J4K), we believe every child should have the opportunity to feel **welcome, valued, included and able to participate**.

We celebrate the fact that children and families are different. We aim to create a positive environment where children can be themselves, develop confidence, make friends and enjoy performing arts without fear of discrimination, exclusion or unnecessary pressure.

We are committed to treating children, families, staff, assistants, parents, carers and visitors fairly and with dignity and respect.

No child should be made to feel that they do not belong at J4K because of who they are.

2. Equality & Diversity

J4K is committed to meeting its responsibilities under the **Equality Act 2010** and does not tolerate unlawful discrimination, harassment or victimisation.

We treat children, families, staff and visitors fairly and with dignity and respect, regardless of characteristics including disability, race, religion or belief, sex, sexual orientation, gender reassignment, age, pregnancy or maternity, and marriage or civil partnership where applicable.

We also recognise that children's circumstances, personalities, confidence levels, learning styles and individual needs can differ considerably.

Equality does not necessarily mean treating every child in exactly the same way. Our aim is to provide **fair opportunities and appropriate support** so that children can participate as fully as possible.

3. Creating an Inclusive J4K Environment

- welcome children from all backgrounds and celebrate individuality;
- create an environment where children feel accepted and able to be themselves;
- use activities, language, stories, music and performance material that promote respect and inclusion;
- encourage children to support and celebrate one another;
- challenge discriminatory, prejudiced or exclusionary language and behaviour;
- avoid stereotypes and encourage children to explore characters and creativity freely;
- provide a supportive environment where children are encouraged to have a go without expecting perfection;
- consider individual needs when planning classes, workshops and performances.

Kindness, respect and belonging are an important part of the culture we aim to create throughout J4K.

4. Additional Needs & Disabilities

We welcome children with disabilities, neurodivergence, additional needs and differing communication, sensory or learning needs wherever we can safely and appropriately support their participation.

We encourage parents and carers to tell us about anything that may help their child access and enjoy J4K. This might include:

- communication needs;
- sensory sensitivities;
- mobility requirements;
- anxiety or emotional needs;
- additional support used at school or elsewhere;
- strategies that work particularly well for their child.

Where a child is disabled or has an additional need, we will consider **reasonable adjustments** to help them access and participate in J4K.

We encourage parents and carers to work with us to identify adjustments that may be helpful and practical.

Depending on the individual child, reasonable adjustments might include:

- adapting an activity;
- providing additional explanation or preparation;
- allowing additional processing time;
- providing appropriate breaks;
- adapting communication;
- adjusting how a child participates in an activity;
- providing additional reassurance or support where reasonably practicable.

Decisions will be made with the **individual child in mind**, rather than assuming that children with the same diagnosis or additional need require the same support.

5. Participation, Confidence & Performance

Performing arts can involve activities that children find challenging, including speaking in front of others, singing, dancing, improvisation and performing on stage.

Children will be encouraged to develop their confidence and try new things, but we recognise that **confidence looks different for every child**.

We will not deliberately embarrass or humiliate a child or expect them to participate in an activity in a way that causes unreasonable distress.

Where possible, our team will help children work towards participation gradually and celebrate individual progress.

For one child, progress might mean confidently performing a solo. For another, it might mean joining a group activity, speaking a line for the first time or simply feeling comfortable enough to take part.

Both are achievements worth celebrating.

6. Inclusive Performance Opportunities

We aim to give children meaningful opportunities to participate in class activities, productions and performances.

Roles, lines, solos, dances, group work and other performance opportunities may vary according to:

- the particular production or activity;
- children's ages;
- the requirements of different roles;
- children's interests and readiness;
- attendance and involvement in rehearsals;
- the needs and dynamics of the group.

We will aim to make these decisions fairly and inclusively and will not exclude a child from an opportunity because of a protected characteristic.

Not every child will necessarily receive the same role, number of lines, solo or performance opportunity. Equality does not require every child to have an identical experience; our aim is to provide meaningful opportunities for children to participate, develop and feel proud of their contribution.

We recognise that success looks different for every child and will celebrate individual progress as well as group achievements.

7. Behaviour & Inclusion

Being inclusive does not mean overlooking behaviour that places a child or others at risk.

All children are expected to behave in a way that allows the group to participate safely and positively.

Where a child is struggling with behaviour, we will aim to understand what may be contributing to it and work with their parent or carer to identify appropriate strategies.

Reasonable adjustments will be considered where behaviour is connected to a disability or additional need.

However, the **safety and wellbeing of all children and staff must remain a priority.**

If, despite reasonable adjustments and working with the family, a child's needs or behaviour cannot currently be supported safely within the staffing, environment or nature of a J4K session, we will discuss this openly and sensitively with their parent or carer and consider whether any reasonable alternatives or additional support are possible.

Any decision to restrict, suspend or end a child's participation will be considered carefully, based on the individual circumstances and safety needs involved, and will never be made simply because a child has a disability or additional need.

8. Bullying, Harassment & Discriminatory Behaviour

Bullying, harassment, discriminatory language and prejudiced behaviour are not acceptable at J4K.

This may include behaviour or language relating to another person's disability, race, religion or belief, sex, sexual orientation, gender reassignment, appearance, background or other personal characteristic.

Where concerns arise, staff will respond appropriately, taking into account the children's ages, understanding and circumstances.

Concerns will be addressed in accordance with our **Behaviour & Anti-Bullying Policy** and, where appropriate, our **Safeguarding & Child Protection Policy**.

Serious or repeated incidents will always be taken seriously.

9. Our Team

Everyone working on behalf of J4K is expected to support our commitment to equality, diversity and inclusion.

Team members should:

- treat every child with dignity and respect;
- use inclusive and age-appropriate language;
- avoid assumptions and stereotypes;
- consider individual needs when supporting children;
- make reasonable adjustments where appropriate;
- challenge discriminatory or exclusionary behaviour appropriately;
- raise concerns where they believe a child is being excluded or treated unfairly;
- maintain appropriate confidentiality when discussing a child's individual needs.

Information about a child's needs will only be shared with relevant team members where reasonably necessary to support the child's safety, wellbeing or participation.

10. Working With Parents & Carers

We value parents' and carers' knowledge of their child and believe open communication helps us provide appropriate support.

If your child has additional needs, requires additional support or there is anything you think would help them feel comfortable and included at J4K, we encourage you to speak to us.

Parents and carers are encouraged to provide relevant information **before their child's first session where possible**, and to let us know if their child's needs or circumstances change.

We cannot guarantee that every adjustment requested will be possible. However, we will listen, consider what is reasonable and practical within the circumstances of our classes, staffing and venues, and work with families wherever reasonably possible.

11. Raising a Concern

If a parent or carer believes that their child has experienced discrimination, exclusion or unfair treatment at J4K, we encourage them to contact **Victoria Nagy, Principal**.

Concerns will be:

- listened to;
- taken seriously;
- handled sensitively;
- considered fairly;
- addressed in accordance with the relevant J4K policies and procedures.

Where appropriate, we will discuss the concern with the parent or carer and consider what action or support may be required.

If a parent or carer remains dissatisfied with how a concern has been handled, they may follow J4K's **Complaints Policy**.

12. Safeguarding

Discrimination, bullying or concerns about a child's treatment may sometimes also raise a safeguarding concern.

If information suggests that a child may be experiencing or at risk of harm, J4K's **Safeguarding & Child Protection Policy** will take precedence and appropriate safeguarding procedures will be followed.

13. Confidentiality & Information Sharing

Information about a child's disability, additional needs, health, behaviour or personal circumstances will be handled sensitively.

Information will only be shared with members of the J4K team who reasonably need it to support the child's safety, wellbeing or participation, or where sharing information is otherwise necessary for safeguarding or legal reasons.

Personal information will be handled in accordance with J4K's **Privacy Policy**.

14. Monitoring & Review

J4K will review this policy **annually**, or sooner where necessary following:

- a significant change to our provision;
- changes to relevant legislation or guidance;
- an incident or concern that identifies a need for review;
- changes to J4K's policies or working practices.

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Related J4K Policies:

Safeguarding & Child Protection • Behaviour & Anti-Bullying • Health, Safety, First Aid & Medical Needs • Privacy • Complaints • Terms & Conditions