

## Blackheath Conservatoire

### Equality, Diversity and Inclusion policy

#### Purpose:

- The Conservatoire is committed to providing an environment free from discrimination, bullying, harassment or victimisation, where all members of its community, inclusive of staff, customers, learners and public, are treated with respect and dignity. It aims to create a culture of diversity within its community, providing a dynamic working and learning environment, where all members are valued for their contribution and individuality.
- The Conservatoire is committed to providing equality of opportunity for all, irrespective of:
  - Age
  - Disability
  - Ethnicity (including race, colour and nationality)
  - Gender (including gender reassignment, gender identity, marital status, pregnancy or maternity)
  - Religion, belief
  - Sexual orientation (including civil partnership status)

#### Scope:

- This policy is applicable to all staff, learners and customers. The principles of non-discrimination and equality of opportunity also apply to the way in which staff and learners should treat each other, visitors, contractors, sub-contractors, service providers, suppliers and any other persons associated with the functions of the Conservatoire.
- We will work to ensure that all of our employees, tutors and visitors, as well as all learners seeking to study with us are treated fairly and not subjected to unlawful discrimination in any form.

#### Aim:

The Conservatoire aims to promote equality of opportunity for all, through the following objectives:

- Promoting equality and diversity through internal and external communications
- Having an effective data monitoring and analysis process that supports this policy

- Informing employees, trustees and tutors about their rights and responsibilities under the equality, diversity and inclusion policy. Responsibilities include staff conducting themselves to help the organisation provide equal opportunities in employment, and prevent bullying, harassment, victimisation and unlawful discrimination.
- Ensuring that both existing staff and learners, as well as those interested in studying with the Conservatoire, are treated fairly.
- Ensuring that all contractors and service providers operating on behalf of the Conservatoire are aware of this policy and expected to adhere by it.
- Ensuring that all staff understand that they, as well as their employer, can be held liable for acts of bullying, harassment, victimisation and unlawful discrimination, in the course of their employment, against fellow employees, customers, suppliers and the public

#### Commitment:

- The Conservatoire commits to take seriously complaints of bullying, harassment, victimisation and unlawful discrimination by fellow employees, customers, suppliers, visitors, the public and any others in the course of the organisation's work activities.

Such acts will be dealt with as misconduct under the organisation's grievance and/or disciplinary procedures, and appropriate action will be taken. Particularly serious complaints could amount to gross misconduct and lead to dismissal without notice.

Further, sexual harassment may amount to both an employment rights matter and a criminal matter, such as in sexual assault allegations. In addition, harassment under the Protection from Harassment Act 1997 – which is not limited to circumstances where harassment relates to a protected characteristic – is a criminal offence.

- The Conservatoire commits to providing opportunities for support and development to all staff, who will be helped and encouraged to develop their full potential, so their talents and resources can be fully utilised to maximise the efficiency of the organisation.
- The Conservatoire commits to making decisions concerning staff being based on merit (apart from in any necessary and limited exemptions and exceptions allowed under the Equality Act).
- The Conservatoire commits to the review of its employment practices and procedures when necessary to ensure fairness, and also update them and the policy to take account of changes in the law.
- The Conservatoire commits to the monitoring of the make-up of its workforce regarding information such as age, sex, ethnic background, sexual orientation, religion or belief, and disability in encouraging equality, diversity and inclusion, and in meeting the aims and commitments set out in the equality, diversity and inclusion policy.

Monitoring will also include assessing how the equality, diversity and inclusion policy, and any supporting action plan, are working in practice, reviewing them annually, and considering and taking action to address any issues.

The equality, diversity and inclusion policy is fully supported by the Trustees and Senior Management Team of the Conservatoire.