

Equality and Diversity Policy

Version number	Date approved (including committee)	Reason for production/revision	Author	Proposed next review date
V2.7	Oct 2020 Executive Committee	Annual review	Head of Student Services	Biennially and as required

Related policies

- Equality and Diversity Procedure
- Disability Policy & Procedure
- Safeguarding Policy & Procedure
- Health & Wellbeing Fitness to Study Policy & Procedure
- Disciplinary Policy & Procedure
- Grievance Policy & Procedure

External Reference

1. Equality Act 2010, <https://www.legislation.gov.uk/ukpga/2010/15/contents> *The policy has been informed by the Equality Act 2010 consolidated, simplified, strengthened and replaced previous legislation, consolidating equality legislation with respect to nine protected characteristics*
2. Equality Act 2010 Guidance <https://www.gov.uk/guidance/equality-act-2010-guidance>, Information and guidance on the Equality Act 2010, including age discrimination and public Equality Duty.
3. [*UK Quality Code for Higher Education, Part B: Assuring and Enhancing Academic Quality. Chapter B3: Learning and Teaching.*](#)

Purpose

The Equality Act 2010 and the Equality Amendment Order 2012 require the Institute of Contemporary Music Performance (ICMP) to maintain an Equality & Diversity policy. This policy guarantees ICMP's commitment to develop an inclusive and supportive environment for students and staff, where all are able to participate and where everyone has the opportunity to fulfil their potential.

General Principles

Within a context of respecting difference, ICMP is committed to ensuring that there is equal opportunity for all regardless of gender, age, race, disability, marital or civil partnership status, pregnancy, maternity & paternity, gender reassignment, religion or belief or sexual orientation.

ICMP will not discriminate unfairly on the grounds of gender, age, race, disability, marital or civil partnership status, pregnancy, maternity or paternity, gender reassignment, religion or belief or sexual orientation.

ICMP is committed to removing unfair and discriminatory practices in all contexts and at all levels and, as a result, to encouraging full contribution from its diverse community.

ICMP is committed to actively opposing all forms of discrimination and calls on all members of its community to make a similar personal commitment.

ICMP is committed to providing musical education and training to meet the aspirations of as many as possible of those whom it deems to have the ability and motivation to benefit.

ICMP believes that all its students, employees and visitors are entitled to be treated with dignity and, as such, that discriminatory behaviour will not be tolerated.

Equality and diversity priorities will align with and underpin ICMP's Strategic Plan as well as operational planning at all levels.

The ICMP will make reasonable adjustments for students and staff, in accordance with identified needs, wherever possible within the statutory criteria.

Scope

This policy covers all aspects of the ICMP's academic provision and business process including, but not limited to, programme development, student recruitment and admissions, learning and teaching, assessment, marketing, recruitment, induction, pay, conditions of service, staff development, change management, promotions, grievance and disciplinary procedures, course development.

This policy also applies to relationships with other institutions and with suppliers and contractors.

This policy also applies to potential students and employees.

Definitions

Employees

In the context of this policy an employee is defined as any person contracted to work for, or provide services to, the ICMP; this includes any person on a permanent or zero hour contract, provision of teaching services agreement, casual worker contract, apprenticeship or provision of services agreement.

Discrimination

Discrimination is unequal or differential treatment which leads to one person being treated more or less favourably than others are, or would be, treated in the same or similar circumstances on the grounds of belonging to a protected group (see below). Discrimination may be direct or indirect.

Protected Groups

1. Age
2. Disability
3. Gender Reassignment
4. Marriage and Civil Partnership
5. Pregnancy, Maternity & Paternity
6. Race
7. Sex
8. Sexual Orientation
9. Religion and Belief

Direct Discrimination

Direct discrimination occurs when a person or a policy, criterion or practice intentionally treats a person less favourably than another on grounds related to their identity with one of the protected groups listed above.

Indirect Discrimination

Indirect discrimination occurs when a person or a policy, criterion or practice applies equally to all but:

- is detrimental to a considerably larger proportion of people from a group identified as having one or more of the protected characteristics than from the general populace (i.e. a protected group)
- the need for the application of the policy cannot be justified on a neutral basis
- the person to whom the policy, criterion or practice is being applied suffers unfair detriment from the application of said policy, criterion or practice

Harassment

Harassment occurs when a person is subjected to unwanted conduct that has the purpose or effect of violating their dignity or creating an intimidating, hostile, degrading, humiliating or offensive environment. The Protection from Harassment Act 1997 makes harassment a criminal offence. The Protection of Freedoms Act 2012 created two new offences (under sections 2A and 4A of the 1997 Act) of:

1. Stalking

2. Stalking involving fear of violence or serious alarm and distress.

Victimisation

Victimisation occurs when a person is treated less favourably because they have brought or intend to bring internal or legal proceedings about discrimination, or they have given or intend to give evidence in an internal or legal proceeding about discrimination.

Discriminatory Language

As a general rule: if age, gender, sexual preference, ethnicity, or any other category of identification or difference is not relevant to a discussion, then it should not be specified. If it is relevant, then it should be discussed respectfully. The use of offensive language, derogatory terms, stereotypes, or generalisations about an individual or group should also be avoided. The following are some of the major forms of discriminatory language (click on each word for web hyperlink): [extra-visibility](#), [invisibility](#), [stereotypes](#), [derogatory labels](#), [offensive language](#) & [trivialising language](#).

Responsibilities

Every member of the ICMP community has a moral and legal responsibility to promote equal treatment and opportunity within that community and to respect its diversity. The ICMP expects that all students, employees and/or visitors will act in such a way as to avoid subjecting other students, employees and/or visitors to direct or indirect discrimination and/or harassment or victimisation on the grounds of their gender, age, race, disability, gender identity or reassignment, marital or civil partnership status, pregnancy, maternity or paternity, disability, religion or belief or sexual orientation.

The Corporate Board and Executive Committee take responsibility for achieving the objectives of this policy and for ensuring compliance with the Equality Act 2010 and the Equality Act Amendment Order 2012.

The Admissions Panel is responsible for matters relating to equality of opportunity in student recruitment and admissions, for developing policies which meet legislation and best practice, for monitoring the impact of these policies on different minority groups, and for reviewing relevant student recruitment and admissions statistics.

The Head of Student Services & Dean of Academic Studies are responsible for matters relating to equality of opportunity in learning, teaching and assessment, for developing policies which meet legislation and best practice, for monitoring the impact of these policies on different minority groups, and for providing relevant student statistics.

The Human Resources Manager is responsible for matters relating to equality of opportunity in employment, for developing policies which meet legislation and best practice, for monitoring the impact of these policies on different minority groups, and for providing relevant employment statistics.

Students and employees are responsible for ensuring that their actions are carried out in accordance with this policy. They may be held personally to account should their actions fall short of the requirements of this policy in any way.

Implementation & Communication

The Head of Student Services, reporting to the Executive Committee, will be responsible for the co-ordination of policy initiatives. These initiatives will be developed in consultation with students and staff. Students and staff will be regularly informed of their responsibilities towards the promotion and implementation of relevant policies and procedures and regular training and development will be provided.

The Equality and Diversity policy is available on ICMP's intranet 'MyICMP' and website.

Breach of the policy

The ICMP will take seriously any instance of non-adherence to the Equality and Diversity policy by students, employees or visitors. Any instances of non-adherence will be investigated with the intent of resolving matters. Where appropriate, such instances may be considered under the relevant disciplinary policy for employees or students.