

Single Equality Policy



The Institute
of Contemporary
Music Performance

Version number	Date approved (including committee)	Reason for production/revision	Author	Proposed next review date
V2.8	05/10/21 ExCo	New policy	Head of HR / Registrar & COO	October 2024 and as required

Related policies

- Staff Grievance policy
- Staff / Student Disciplinary policy
- Complaints policy
- Equality and Diversity Procedure
- Disability Policy & Procedure
- Safeguarding Policy & Procedure
- Support to Study Policy & Procedure
- Code of Conduct

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.

1. Introduction

ICMP believes that the Equality Act 2010 provides a framework to support its commitment to valuing diversity, tackling discrimination, promoting diversity and fostering good relationships between people. It also ensures that ICMP continues to tackle issues of disadvantage and underachievement of different groups. 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.

Our approach to diversity and inclusion is based on the following 6 key principles:

- **All staff and students are of equal value.** Whether or not they are disabled, whatever their ethnicity, culture, national origin or national status, whatever their gender and gender identity, whatever their religious or non-religious affiliation or faith background and whatever their sexual orientation.
- **We respect and value difference and understand that diversity is a key strength.** We take account of differences and strive to remove barriers and disadvantages which people may face, in relation to disability, ethnicity, gender, religion, belief or faith, transgender and sexual orientation. We believe that diversity is a strength, which should be respected and celebrated by all those who learn, teach and visit here.
- **We foster positive attitudes and relationships.** We actively promote positive attitudes and mutual respect between groups and communities different from each other.
- **We observe good diverse and inclusive practice for our staff.** We ensure that policies and procedures benefit all employees and potential employees in all aspects of their work, including in recruitment and promotion, and in continuing professional development. 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.
- **We have the highest expectations of all our students and staff.** We expect that all students can make good progress and achieve to their fullest potential. We expect that staff will facilitate this and maintain the highest standards
- **We work to raise standards for all students, but especially for the most vulnerable.** We believe that improving the quality of teaching and learning for the most vulnerable groups of students raises standards across ICMP.

2. Scope

This policy applies to all employees, workers, suppliers, students and contractors. 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.

This policy also applies to relationships with other institutions.

This policy also applies to potential students.

3. Definitions

3.1. 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.

3.2. Protected Groups

Age
Disability
Gender Re-assignment
Marriage and Civil Partnership
Maternity & Pregnancy
Race
Religion & Belief
Sex
Sexual Orientation

3.3. 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.

3.4. 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

3.5. 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:

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

3.6. 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.

3.7. 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: extra-visibility, invisibility, stereotypes, derogatory labels, offensive language & trivialising language.

The Act also includes the Public Sector Equality Duty which ICMP has chosen to adopt as good practice.

The **Public Sector Equality Duty**

This requires all public organisations to:

- Eliminate unlawful discrimination, harassment and victimisation
- Advance equality of opportunity between different groups
- Foster good relations between different groups

There is also a specific duty to develop equality objectives.

4. Elimination of discrimination, harassment and victimisation

4.1. ICMP takes account of diversity issues in relation to admissions and exclusions; the way we provide teaching and learning and the way we provide access to facilities and services;

4.2. ICMP's recruitment of students and staff are fair and transparent and does not discriminate on the grounds of their sex, race, disability, religion or belief, sexual orientation, gender reassignment, pregnancy or maternity;

4.3. Human Resources ensures that all appointment panels give due regard to this policy so that no one is discriminated against when it comes to employment, promotion or training opportunities;

4.4. ICMP ensures that there is full consultation with those who are affected by a policy, decision or activity and they are involved in the design of new policies, and in the review of existing ones.

4.5. ICMP actively promotes diversity and inclusion through the curriculum and by creating an environment which champions respect and tolerance for all.

4.6. ICMP is a Secular environment.

4.7. ICMP has a zero tolerance approach to any form of discrimination, harassment or sexual misconduct.

5. Advancing equality of opportunity between different groups

5.1. ICMP collects and analyses data on students to monitor progress and outcomes of different groups of students and use this data to support their improvement. We take action to close any gaps, for example, for those making slow progress in acquiring age- appropriate literacy and numeracy skills.

5.2. ICMP identifies at admission stage those students with a disability that will require additional support

5.3. ICMP collects and analyses data on staff and publishes a yearly Equality & Diversity Annual report which is available on the intranet and ICMP website.

5.4. ICMP provides support to pupils at risk of underachieving.

5.5. Teaching staff use a range of teaching strategies that ensures we meet the needs of all students.

5.6. ICMP is proactive about the potentially damaging impact of negative language in matters such as race, gender, disability and sexuality.

6. Fostering good relations

6.1. ICMP ensures that its students are prepared for life in a diverse society through the curriculum and enrichment activities

6.2. ICMP is keen to have a diverse staffing body reflective of the industry.

6.3. ICMP teaches about difference and diversity and the impact of stereotyping, prejudice and discrimination through the curriculum , enrichment and promotional activities organised within ICMP;

6.4. Within the curriculum, materials and resources are used that reflect the diversity of the local population across the protected characteristics

6.5. In marketing and promotional activity, ICMP uses images that are reflective across the protected characteristics and avoids stereotyping

6.6. Opportunities are provided for students to appreciate their own culture and celebrate the diversity of other cultures

6.7. We promote positive messages about diversity and inclusion through guest speakers, events e.g. Black History Month, LGBT History Month, International Women's day etc

6.8. There is a well established Equality Diversity & Inclusion Committee to forward the diversity and inclusion agenda across ICMP

7. Published Equality Objectives

The objectives which we identify represent our ICMP's priorities and are the outcome of a careful review of and analysis of data and other evidence. They were fully consulted with staff and students.

Our Equality Objectives for 2021-2024 are:

Equality Objective 1

Everyone working for and studying at ICMP will have an awareness of, understand and promote our values of Equality, Diversity and Inclusion and this will underpin everything ICMP does.

Measures: Annual Staff Survey; Student Survey; Equality & Diversity Annual report; Equality Operational Plan; Equality Analysis Assessments.

Equality Objective 2

ICMP will endeavour to have a staff population which is reflective of the student body, local and wider community and needs of the industry.

Measures: Recruitment Policy; Equality & Diversity annual report; Awareness raising events.

Equality Objective 3

ICMP will endeavour to have a student population which is reflective of the local and wider community and needs of the industry.

Measures: Admissions Policy; Equality & Diversity annual report; Awareness raising events.

Equality Objective 4

ICMP's approach to the values for Equality, Diversity and Inclusion will be communicated to and understood by relevant stakeholders.

Measures: Student Inductions; Staff Inductions; Surveys; Press releases; EDI Newsletter.

Equality Objective 5

ICMP will use its monitoring data to assess the impact and effectiveness of its activities in order to eliminate discrimination, advance equality of opportunity and foster good relations between different groups.

Measures: Achievement gaps are explored and actions put in place; Equality & Diversity Annual report; Equality Operation Plan; APP reports; Complaints and Disciplinarys.

Equality Objective 6

Staff and students will be supported by training and development to understand and advance ICMP's values.

Measures: Diversity and Inclusion training; Surveys; Equality & Diversity annual report; Yearly Performance Reviews.

8. Awareness Raising

ICMP provides opportunities for students to appreciate their own culture and celebrate the diversity of other cultures. This includes the contribution of different cultures in our lessons.

ICMP provides opportunities for students to listen to a range of opinions and learn from different experiences.

ICMP actively promote positive messages about equality and diversity through displays, poster boards, freshers fayre stands, visitors, guest speakers, events eg Black History Month, LGBT+ History Month, etc.

ICMP will provide training and guidance on Equality and Diversity for all new staff as part of the induction procedure and all existing staff every 3 years.

9. Equality, Diversity and Inclusion Operational Plan

ICMP has an EDI Operational Plan that shows how we will achieve our objectives.

10. Role and Responsibilities

10.1. Corporation Board

The Corporation Board is responsible for ensuring that ICMP complies with legislation, and that this policy and its related procedures and action plans are implemented.

10.2. CE and Senior Leadership Team

The Chief Executive is responsible for implementing the policy; for ensuring that all staff are aware of their responsibilities and are given appropriate training and support; and for taking appropriate action in any cases of unlawful discrimination.

Senior members of staff have the day-to-day responsibility for co-coordinating implementation of the policy and for monitoring outcomes.

10.3. Staff

All staff will:

- promote an inclusive and collaborative ethos in their learning environment
- challenge prejudice and discrimination
- deal fairly and professionally with any prejudice-related incidents that may occur
- plan and deliver curricula and lessons that reflect ICMP's principles, for example, in providing materials that give positive images in terms of race, gender and disability
- maintain the highest expectations of success for all students
- support different groups of students in their class through differentiated planning and
- teaching, especially those who may (sometimes temporarily) find aspects of academic
- learning difficult
- keep up-to-date with equalities legislation relevant to their work.

10.4. *Visitors*

All visitors to ICMP, including parents and carers, are expected to support our commitment to equalities and comply with the duties set out in this policy. We will provide guidance and information to enable them to do this.

10.5. *Students*

Students 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.