

ITALIA CONTI

Equal Opportunities Policy

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Overview

Italia Conti is committed to providing equality of opportunity for all students and staff across and within all aspects of its activity, regardless of race, disability, religion or belief, sexual orientation, gender or gender reassignment, pregnancy or maternity ('protected characteristics'). Italia Conti will not tolerate any form of discrimination or harassment.

Aims

The aims of this policy and Italia Conti's ethos as a whole are to:

- Eliminate unlawful discrimination on grounds of any of the protected characteristics
- Promote equality of opportunity for all members of the Italia Conti community
- Comply with Italia Conti's equality duties contained in the Equality Act 2010.

All members of the Italia Conti community are expected to comply with this policy, and with Italia Conti's core principles of tolerance and respect.

Legislation and guidance

This document meets the requirements under the following legislation:

- The Equality Act 2010, which introduced the public sector equality duty and protects people from discrimination
- The Equality Act 2010 (Specific Duties) Regulations 2011, which require schools to publish information to demonstrate how they are complying with the public sector equality duty and to publish equality objectives

This document is also based on Department for Education (DfE) guidance: The Equality Act 2010 and schools.

Purpose

The purpose of this policy is to establish, encourage and promote the core principles and indicators of equality that inform and support our working practices, our selection procedures and the pursuit of excellence.

Italia Conti provides education at secondary, further and higher educational levels. All policies are managed by the Italia Conti Academy Quality Board.

Each level of education will have specific guidance and application relevant to each level.

The following policy applies to:

Theatre Arts Courses (Secondary Level)

Performing Arts Courses (Further Educational Level)

Performing Arts Courses (Higher Educational Level)

Core Principles and Practices

Italia Conti promotes an ethos of equality, valuing and fostering a diverse learning community, where considerations of widening participation inform its activities and strategies, shape our processes and practices and where diversity and individuality are respected as central to the success of the individual and the organisation.

Italia Conti affords all students access to educational provision including all benefits, services and facilities, irrespective of any protected characteristic (subject to our reasonable adjustments duty and considerations of safety and welfare). The School will not discriminate against a student on the grounds of any protected characteristic by excluding them or subjecting them to any other detriment.

Our central principles are that:

Regardless of age, colour, ethnic origin, disability, family responsibility, gender, marital status, nationality, race, religion, sexual orientation or socio-economic status:

1. Italia Conti treats all members of the college community with respect and dignity and seeks to provide a positive working and learning environment free from discrimination.
2. Italia Conti treats every application for admission in a fair and equal way in accordance with this policy and the Admissions Policy. All students applying to join Italia Conti at all educational levels will be given the same opportunities in audition and interview. Candidates will be selected purely on the basis of their aptitude, skills and potential, irrespective of their gender, disability, pregnancy and maternity, race, religion or belief or special educational needs ('SEN').
3. Italia Conti endeavours to meet the needs of all students and to ensure that there is no unlawful discrimination on the grounds of any protected characteristics. All students will be given equal chance to access and acquire training, extra-curricular activities and experience. This may include playing a range of contrasting roles.

Each Educational level maintains information about its casting principles within the specific handbooks for each level of study.

4. No student should be graded or assessed using different criteria from those used for another student, whether intentionally or unintentionally.

Each educational level operates a clear assessment strategy and SEND policy appropriate to the specifics of that level and the learning environment.

5. No student or staff member should be excluded from any activity, benefit or service. (excepting where benefits, activities and services are offered to identified groups by third parties as well as ourselves with a view to widening participation (which may include scholarships, bursaries, public financial support)).

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6. No student or staff member should be subject to any form of sexual harassment by another student, or by another member of staff.
7. No student or member of staff should at any time suffer less favourable or preferential treatment from staff or peers.

Each educational level actively promotes a clear code of conduct for staff members and students.

8. No member of staff or students should intentionally or unintentionally be allocated tasks, duties or responsibilities, or have these withheld. (However, in some cases, members of staff may be asked to undertake pastoral duties with respect to students of the same gender where this is deemed appropriate.)
9. The religious beliefs and practices of all students and staff members should be respected, provided that the exercise of these does not infringe the rights or opportunities of other students or members of staff.
10. No student or staff member should be subject to any verbal, physical or other abuse from staff or students. Italia Conti will challenge inappropriate discriminatory behaviour by pupils and staff.

Italia Conti and all educational levels maintain clear codes of conduct for staff and students.

11. All students and staff members should have equal access to information, according to the scope of the data protection policy.
12. Italia Conti is committed to the avoidance of any form of language, either written or spoken, which might be regarded as derogatory or offensive to any individual.
13. Any abuses of these guidelines should be dealt with via the Disciplinary, Appeals and Complaints procedures in with reference to the codes of conduct.
14. Italia Conti will provide in house and external training and development sessions with a view to actively promoting equal opportunities ethos and practice.
15. Italia Conti seeks to recruit and employ its staff from a diverse range of applicants, with open and transparent procedures and monitors applications data.
16. Italia Conti positively promotes, discusses and encourages its equal opportunities ethos, beyond its statutory obligations and legal requirements.
17. Italia Conti will ensure that it reviews, monitors and evaluates the effectiveness of inclusive policies and practices.
18. Italia Conti will use the curriculum and form tutor sessions to:
Promote tolerance of and respect for each other, paying particular regard to the protected characteristics set out in the Equality Act 2010.

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Promote positive images and role models to avoid prejudice and raise awareness of related issues.

Responsibilities and management

Italia Conti provides education at secondary, further and higher educational levels across different sites. It is expected that the working practices of the policy will fulfil the specific needs and statutory requirements appropriate to each level and site.

Italia Conti has established core principles in this policy in respect of key values and requirements, which are central and universal in application. Each educational level within Italia Conti provides guidance for the management and interpretation of the policy specific to each level.

Italia Conti devolves day-to-day responsibility for managing the appropriate dissemination of this policy as follows:

Secondary / Theatre Arts School: Head Teacher

Musical Theatre Programmes (FE / HE): Programme Director, Musical Theatre

Acting Programmes (HE): Programme Director, Acting

The Italia Conti Academy Quality Board is responsible for monitoring the cyclical review and updating of all policies, according to statutory and regulatory timeframes.

Implementation and Working Practices

- Any infringements of the equal opportunities policy, and its expected behaviours and practices will be treated as a disciplinary matter, according to the Disciplinary Policy and Procedures at all educational levels.
- Italia Conti operates a zero-tolerance approach toward unacceptable abusive or unprofessional behaviour or language, which could be interpreted as harassing or discriminatory.
- Any staff or student who experiences any form of discrimination or harassment has full and open recourse to the Complaints procedures to resolve this.
- Active development of equal opportunities and widening participation matters are monitored and considered through the Italia Conti Academy Quality Board, as well as policy review, as a standing agenda item.
- Student Recruitment and Selection procedures (including audition codes of practice) will be made publically available on the Italia Conti website.
- Equal Opportunities monitoring data will be collated and monitored (according to data protection policy), supplied to regulatory bodies as necessary and is used to inform the Italia Conti Academy Quality Board scope of review and development.

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- All educational levels will provide students with both formal and informal opportunities to contribute their perspectives, via official forums and anonymous questionnaires.
- The physical learning environment will be maintained (short term) and developed (long term) to support the needs of a diverse learning community.
- Resources and communal provisions (to include catering, IT, signage etc.) will be maintained (short term) and developed (long term) to support the needs of a diverse learning community.
- The curriculum and the teaching/learning strategies within the provision at all educational levels allows for appropriate flexibility and reasonable adjustments in order to accommodate the specified needs of different learners.
- Monitoring and recording of reasonable adjustments are used to inform strategic planning within the scope of the Italia Conti Academy Quality Board
- The equal opportunities ethos and policy are used to inform the design and content of course materials, websites, adverts and all associated marketing literature and Italia Conti information.
- Students on the BA programmes should also be aware of the UEL Student Charter via www.uel.ac.uk/studentcharter/

Policy links:

- SEND policy
- Access and Widening Participation Statement
- Accessibility Plan Policy
- Race Equality Action Plans