

## EDI ACTION PLAN

JULY 2022

Context

Following the June 2020 Black Lives Matter movement, there was a necessary demand that Drama Schools respond by reflecting on their processes and practices regarding Race. Initial Action plans (Race Action Plans) were drawn up, and were monitored and reviewed by Italia Conti's Equality, Diversity and Inclusion Committees (EDIC). These actions were completed between 2020 and 2022. The success of the Race Action Plans and the processes that followed form the basis of this and future EDI Action Plans; plans which seek to address issues across a wide range of Equality, Diversity and Inclusion issues and for protected characteristics and people.

Process

- Developed by the Senior Leadership Team (SLT) and Vice Principals (VPs) with input from investigative reports and external consultation.
- Actions to be progressed by Staff, Students, Alumnx.
- Further strategies and actions will be introduced by Italia Conti's Equality, Diversity and Inclusion Officer
- Monitored by the Equality, Diversity and Inclusion Committees (EDIC) and Equality, Diversity and Inclusion Steering (EDIS) group.

Key areas

- Culture
- Student representation
- Faculty and support staff representation
- Staff/Student Training
- Curriculum/Resources
- Protection/Support
- Accountability/Action

Key objectives

1. Increase the diversity of the staff body; improve representation of teaching/support staff and visiting lecturers
2. Increase the number of applicants/auditions from underrepresented groups
3. Increase the intake of Global Majority students
4. Improve signposting of resources created by and/or for underrepresented voices, with a focus on people of the Global Majority
5. Review and alter reading-lists to include material that is written by and/or for people of the Global Majority
6. Improve awareness and celebrate the diversity of staff and students, their culture, history, challenges they face personally and professionally
7. Diversify and differentiate the curriculum
8. Improve staff and student training/education on EDI
9. Improve the differentiation of support for students from Protected Groups whilst training and in preparation for the industry
10. Improve the effectiveness and appropriate transparency of equality and diversity processes; including complaints support/handling, decision making, monitoring, and the sharing of activity/successes

Timeframe

- A. Implementation and completion for 2022-2023, with monitoring over 2022-2023
- B. Implementation, completion and monitoring over 2022-2023
- C. Development over 2022-2023 with projected implementation in 2023-2024

<b><u>ACTION</u></b>	<b><u>AREA/OBJECTIVE</u></b>	<b><u>RESP.</u></b>	<b><u>TIMING/STATUS</u></b>
Draft EDI Action Plan in response to Governors Feedback, EDIC and EDIS discourse.	<b>All Areas</b> All Objectives	SLT, VPs	<b>A</b> <i>ACTIONED</i> 15/07/2022
Publish EDI Action Plan (publicly and internally): - Website - Email to staff, students, governors (link to website) Welcome feedback to Equality, Diversity and Inclusion Committee.	<b>All Areas</b> All Objectives	HNJ, HS	<b>A</b> <i>ACTIONED</i> 15/07/2020
Share <a href="mailto:SpeakUp@ItaliaConti.co.uk">SpeakUp@ItaliaConti.co.uk</a> with staff, students, and alumnx by email and social media for those wishing to raise concerns or seek support.	<b>Protection/Support Accountability/Action</b> Objectives: 9, 10	HNJ, JJ	<b>A</b> <i>ACTIONED</i> 30/06/2022
Offer/meet with students who shared concerns or sought support.	<b>Protection/Support Accountability/Action</b> Objectives: 9, 10	HNJ, MTB, VPs	<b>A</b> <i>ACTIONED/ ONGOING</i> 30/06/2022
Expedite the recruitment of an EDI Officer (EDIO) to the staff team, to begin September 2022.	<b>All Areas</b> All Objectives	SLT, VPs	<b>A</b> <i>IN PROGRESS</i> 12/07/2022
Review and improve the process and communication of EDI actions, improvements, and successes with staff and students.	<b>All Areas</b> All Objectives	SLT, VPs, EDIO	<b>A/B</b>
Share and promote Italia Conti's involvement with <i>TIRED Movement</i> project. Encourage staff and students to engage with research in new academic year.	<b>All Areas</b> All Objectives	SLT, VPs, JJ	<b>A/B</b> 18/07/2020
Amalgamate the separate EDICs (Acting / Musical Theatre & Dance) to form a single EDIC with clearer terms of reference, objectives, and schedule.	<b>All Areas</b> All Objectives	VPs	<b>A</b>
Establish EDIC membership (staff, students, alumnx), student numbers and representation to be taken into account.	<b>All Areas</b> All Objectives	VPs, EDIO	<b>B</b>
EDIC and EDIS to meet to discuss feedback on EDI Action Plan and suggest changes/responses.	<b>Accountability/Action</b> Objective: 10	EDIC, EDIS	<b>B</b>
Develop the feedback loop between EDIC, EDIS and SLT.	<b>Accountability/Action</b> Objective: 10	EDIO, VPs, SLT	<b>A/B</b>
Survey and setup Focus Groups with volunteer students, staff, alumnx to gather information and discuss EDI areas of concern and good practice. Findings to be presented to EDIC/EDIS, and actions to be added to EDI Action Plan.	<b>All Areas</b> All Objectives	EDIO	<b>B</b>
Conduct audit of current (disclosed) EDI representation within staff and student body.	<b>All Areas</b> All Objectives	TR, CC, EDIO	
Develop process for students to propose and run Student groups/societies (not part of EDIC) e.g. Global Majority Society, LGBTQi+ Society, Women in Training Society.	<b>Culture Protection/Support Accountability/Action</b> Objectives: 6, 9, 10	HNJ, MTB, VPs	
Review and update Social Media Policy.	<b>Culture Protection/Support Accountability/Action</b> Objectives: 8, 9, 10	HNJ, MTB, VPs, QA	<b>A/B</b>
Review and update Disciplinary Policy.	<b>Culture Protection/Support Accountability/Action</b> Objectives: 8, 9, 10	HNJ, MTB, VPs, QA	<b>A/B</b>
Review and update Complaints Policy.	<b>Culture Protection/Support Accountability/Action</b> Objectives: 8, 9, 10	HNJ, MTB, VPs, QA	<b>A/B</b>

Review and update Support Through Studies/ Fitness to Train Policy.	<b>Protection/Support Accountability/Action</b> Objectives: 9, 10	HNJ, MTB, VPs, QA	<b>A/B</b>
Create Policy Guides and Visual Aids to support students accessing policies e.g. handbooks, posters, policy appendices.	<b>Protection/Support Accountability/Action</b> Objectives: 9, 10	HNJ, MTB, VPs, QA	<b>A/B</b>
Students to be surveyed for potential Outreach/Widening Participation locations (schools, colleges, youth groups). This will support the development and engagement of the Outreach and Widening Participation programme already running. Findings to be added to APP for review.	<b>Representation</b> Objectives: 2, 3	EDIO	<b>B</b>
Relationships and initiatives with local institutions and student/alumni-linked institutions to be developed, and engagement increased. (Focus on Level 2 and 3)	<b>Representation</b> Objectives: 2, 3	VPs, CLs	<b>B/C</b>
Develop pathways and initiatives for students from disadvantaged backgrounds to move from previous educational or youth group Access and Participation schemes through to Italia Conti's as part of its Access and Participation Plan.	<b>Culture Representation</b> Objectives: 2, 3, 9	SLT, VPs, EDIO, QA	<b>B/C</b>
Review/develop relationships with initiatives/companies that support diversity and representation of staff and students in HE, the arts, drama training. e.g. Open Door, The Diversity Initiative, Creative Access.	<b>Representation</b> Objectives: 1, 2, 3	SLT, VPs, EDIO	<b>A/B/C</b> <i>ACTIONED/ ONGOING</i>
Further develop the use of Alumnx, specifically those from Protected Groups, Italia Conti activities to encourage a sense of viability and achievability for underrepresented groups considering a career in the arts.	<b>Representation</b> Objectives: 2, 3	SLT, VPs, EDIO, Marketing, Events	<b>B/C</b> <i>ACTIONED/ ONGOING</i>
Review of module specs, curriculum/delivery plans, content/ideational materials, reading lists, resources, staffing. Actions from review/meetings to be added to EDI Action Plan.	<b>Culture Representation Curriculum/Resources</b> Objectives: 4, 5, 6, 7, 9	CLs, EDIO	<b>B/C</b>
Develop and share reference/resource lists and research material specifically by and/or for Protected Groups. Consider how these are updated and reshared.	<b>Culture Curriculum/Resources Staff/Student Training Support</b> Objectives: 4, 5, 6, 7, 8, 9	EDIO	<b>B</b>
Production photos around the new building to specifically consider representation.	<b>Representation</b> Objectives: 3, 6	HNJ, VPs	<b>A</b>
A clear statement of our training principles and values to be produced and proudly displayed in reception for all visitors, staff and students.	<b>Representation Staff/Student Training Protection/Support</b> Objectives: 6, 9, 10	MTB	<b>A</b>
A clear statement about safe space, respect and our training principles to be displayed in each studio. (Trialled successfully at Avondale 21/22)	<b>Representation Staff/Student Training Protection/Support</b> Objectives: 6, 9, 10	MTB	<b>A</b>
Equality, Diversity and Inclusion board to be placed in new building for posting of relevant EDI information, opportunities and support. To be managed by EDIO and EDIC reps.	<b>Culture Representation Staff/Student Training Protection/Support</b> Objectives: 6, 8, 9, 10	MTB, EDIO, EDIC	<b>A/B</b>
'Guidance' posters to support students understanding/accessing Italia Conti policies in order to raise concerns or seeking support. (to be completed after policy review)	<b>Staff/Student Training Protection/Support</b> Objectives: 6, 8, 9, 10	MTB	<b>B</b>
Encourage Global Majority students to join Alumnx- led Facebook group:	<b>Representation Protection/Support</b>	CLs, EDIO	<b>B</b>

'People Who Experience Racism Network' – 'P.W.E.R' (Currently developed through Acting School)	Objectives: 6, 9		
Professional preparation events/teaching to be organised for 3 <sup>rd</sup> Year students to specifically supports students from Protected Groups. e.g. LGBTQi+ Alumnx talks, Global Majority headshots, networks to get involved in.	<b>Representation Protection/Support</b> Objectives: 6, 9	DF, BL, AW, DCLs	<b>B</b>
Continue/review EDI training and workshops for staff and students at appropriate intervals but prioritising induction periods. E.g. Sensitivity training, Unconscious-bias, Microaggression.	<b>Staff/Student Training Culture Protection/Support</b> Objectives: 6, 8, 9	SLT, CLs, EDIO	<b>A</b> <i>ACTIONED/ONGOING</i>
EduCare EDI training to be rolled out to all staff at point of induction.	<b>Staff Training</b> Objectives: 6, 8	TR	<b>A/B</b> <i>ACTIONED/ONGOING</i>
Deliver Neurodiversity training for all staff at start of academic year.	<b>Staff Training</b> Objectives: 6, 8	MTB, TR	<b>A/B</b>
Deliver Mental Health First Aid training for all staff in January 2023.	<b>Staff Training</b> Objectives: 6, 8	MTB, TR	<b>B</b>
Deliver Epileptic Seizure training for all staff at start of academic year.	<b>Staff Training</b> Objectives: 6, 8	MTB, TR	<b>A/B</b>
Add EDI reminders, refreshers, and sharing of Good Practice in HR updates (or as different HR mailout).	<b>Staff Training</b> Objectives: 6, 8	TR, EDIO	<b>B</b>
Develop EDI training manuals/videos.	<b>Staff/Student Training Protection/Support</b> Objectives: 6, 8, 9, 10	TR, EDIO, CNJ	<b>B</b>
Develop EDI framework and processes, petition CDMT (or other Professional Body) to support/require a sector-wide change.	<b>All Areas</b> All Objectives	SLT, VPs	<b>B/C</b>
Action List to be reviewed monthly for updates.	<b>All Areas</b> All Objectives	MTB, EDIO	<b>A/B/C</b>

Updated: 15/07/2022 (HNJ, MTB, BL, DF)

