

EQUAL OPPORTUNITIES POLICY AND RACE EQUALITY

INTRODUCTION

Cambridge Performing Arts acknowledges that discrimination may occur against individuals or groups of individuals because of their race, sex/gender, disability, sexuality, class, culture, age or religion. This discrimination may be direct, involving active and conscious exclusion of such individuals and groups, or indirect, by not actively accessing all areas of society or by using materials or practices that may offend or exclude members of some groups.

The college strongly opposes any discrimination of the above kind and in the writing of this policy, honour to implement, monitor and evaluate equal opportunities in all areas of practice.

Race Equality - The college is aware of its responsibilities regarding race equality issues as laid out in the Race Relations Act and endeavours to eliminate unlawful racial discrimination and promote race equality and good race relations.

Disability Statement - The college recognises its statutory obligations regarding disability as described in the 1995 Disability Discrimination Act (DDA) and the 2001 Special Educational Needs and Disability Act (SENDA). The company will continually analyse its practices to ensure it is meeting these obligations. The separate statement regarding disability should be referred to.

Harassment Policy - The college recognises the right of all students and staff to be treated with respect and dignity and there is a separate Harassment Policy to deal with any incidences of harassment, bullying or intimidation.

AIMS AND COMMITMENTS

- Endeavour to reflect the make-up of our society at all levels of the organisation
- Establish good links with organisations and groups of people facing discrimination
- Endeavour to make premises accessible for all members of the community. This will only be fully achieved after current building plans are realised.
- Consider equal opportunities in all areas of our services and work

And with specific relation to Race Equality -

- Actively tackle racial discrimination, and promote racial equality and good race relations across the organisation

IMPLEMENTATION

General Responsibilities

- All staff and students are expected to enter into the spirit of the policy and to ensure that a positive equal opportunities climate exists
- Language or behaviour designed to be offensive to any of the groups outlined in our statement is unacceptable and will not be tolerated within the organisation

Management Responsibilities

- Encourage and support all students and staff to reach their potential
- Encourage the use of the appropriate language throughout the college as well as an atmosphere of inclusion

And with specific relation to Race Equality -

- Promote race equality inside and outside the institution
- Follow the relevant procedures and take action against staff or students who discriminate for reasons of race, colour, nationality or ethnic/national origins

And Management will ensure that Equal Opportunities and Race Equality are considered in the following situations -

- **Recruitment and selection of staff** - Vacant posts will be advertised although due to the specific nature of most positions this is likely to be in industry relative publications. All applications will be considered equally for their suitability and Interviews will be consistent, fair and transparent.
- **Recruitment and selection of students** - Every effort will be made to advertise and promote the course in a diverse range of publications and places in order to widen access to training. Applications will be accepted and encouraged from all areas of society. The entry criteria will be applied to all applicants but will be as flexible as

possible in order to accommodate those with particular access requirements. Auditions for entry and funding will be consistent, fair and transparent.

- **Induction of new staff and students** - All new staff and students will receive copies of the Equal Opportunities Policy including Race Equality, Disability Statement and Harassment Policy. All staff and students will be given the opportunity to discuss any specific access requirements they have at induction and the company will endeavour to meet these fully.
- **Provision of the Course** - The college will ensure that the curriculum is delivered without discrimination and the needs of those with specific access requirements will be met and that all materials and practices used do not directly or indirectly discriminate
- **Assessment** - Assessments will be carried out in a fair and transparent manner with all candidates being treated equally and judged against the same criteria

Staff Responsibilities

- Encourage and support students equally and promote a mutually respectful relationship
- Recognise and oppose any form of discrimination in class and the college
- Refrain from socialising with students or entering into personal relationships with students
- Ensure all teaching materials and practices do not discriminate against or unintentionally exclude any individuals or groups

And with specific relation to Race Equality -

- Deal with any racist incidents and be able to recognise and tackle racial bias and stereotyping
- Promote race equality and good race relations, and avoid discrimination against anyone for reasons of race, colour, nationality or ethnic/national origin

Student Responsibilities

- Treat fellow students with respect recognising the importance of individuality
- Enter into a mutually respectful, professional relationships with staff
- Recognise and oppose any form of discrimination in class and the college

And with specific relation to Race Equality -

- Oppose any racist incident, racial bias or stereotyping and notify the appropriate staff if they witness any action of this sort

ENFORCEMENT

Any direct or indirect discrimination, victimisation and harassment is a very serious matter and any student or staff member who fails to comply with the equal opportunities, race equality or disability policies will be subject to the appropriate Disciplinary Procedure. All staff and students are encouraged to be vigilant and report any act that they feel contravenes this policy to their personal tutor/line manager or the Principal.

MONITORING, EVALUATION AND IMPROVEMENT

The make-up of the entire organisation will be constantly monitored to ensure all members are being treated in accordance with this and other policies. Analysis will be undertaken to assess equal opportunities and race equality across the college and areas for improvement will be identified in annual self-assessment documents. Plans for improvement will be included in the strategic plans for the college.