

STATEMENTS ON EQUALITY

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The following Statements are modelled on examples given by the Equality Challenge Unit www.ecu.ac.uk

Table of Contents

Policy Statement on Age Equality	1
Policy Statement on Disability Equality	4
Policy Statement on Transgender Equality	6
Policy Statement on Race Equality	8
Policy Statement on Religion and Belief Equality	9
Policy Statement on Sex Equality	10
Policy Statement on Sexual Orientation Equality.....	12

Policy Statement on Age Equality

The Royal Central School of Speech and Drama [Central] celebrates and values the diversity of its workforce and student population and believes that the School will benefit from people of differing ages employed at all levels of responsibility and engaged in study with us; thus hoping to provide positive role models for staff and students who identify with people of different ages. Central will treat all employees and students with respect, and seek to provide a positive working and learning environment free from discrimination, harassment or victimisation based on age (self-identified or perceived).

The Equality Act 2010 makes it unlawful to discriminate against, employees, job seekers and trainees because of their age. The regulations also apply to the relationship between a student and Central. Specifically with regard to staff the regulations cover recruitment, terms and conditions of employment, promotions, transfers and redeployment, dismissals and training and development.

Central undertakes the following:

- Students will not be denied access to courses, progression, or fair and equal treatment while on courses because of their age.
- No job applicant, potential or existing member of staff in any employment designation, or potential or existing student receives less favourable treatment on the grounds of age or on any other grounds not relevant to good employment and learning practice.
- No job advertisements will contain references to age or length of experience. Language and images that might imply an age preference will also be avoided. Care will be taken to advertise in publications or websites that are aimed at a diverse age profile, unless (in exceptional circumstances only) this can be justified on an objective basis or is a Genuine Occupational Requirement (see 'Objective Justification').
- Central's job application form does not ask applicants to disclose their age or date of birth. A private and confidential monitoring form is issued to all applicants separately and the information is retained by HR for monitoring purposes only.
- There is no legal retirement age, and Central has no expectations that its employees retire at a particular age.
- The curriculum will not intentionally rely on or reinforce stereotypical assumptions about age, nor promote ageist attitudes. Although it is acknowledged that some productions may appear to challenge this notion as it may be a significant aspect of the play/production.
- Central will respect the confidentiality of all staff and students in relation to their age and will not reveal information without the prior agreement of the individual.
- As a Higher Education establishment, Central is required to submit annual statutory returns to third party agencies, for example HEFCE, HESA, etc.

- These statutory returns include confidential and personal information in relation to staff and students and the information submitted is anonymous to the individual concerned.
- Abuse, harassment or bullying (name-calling/derogatory jokes, unacceptable or unwanted behaviour, intrusive questions) in relation to a person's age is a serious disciplinary offence and will be dealt with in accordance with Central's disciplinary procedure.
- Central will include age-related issues in equality training. All staff involved in interviewing and short listing will be provided with guidance about their responsibilities not to discriminate on the grounds of age and use the requirements of the job description to assess applicants.
- Central will consult with staff, students and the community of a range of ages as part of review processes.
- Central will include age in internal attitudinal surveys, and when monitoring complaints of harassment.
- Central recognises that staff and students come from diverse backgrounds, and will strive to ensure they do not face discrimination on the grounds of their age or in relation to other aspects of their identity, for example, their race, religion, disability, sexual orientation, transgender status, status relating to marriage and civil partnership, pregnancy or maternity.
- Central will ensure that its environment, in terms of its pictures, images, publicity materials and literature, reflects the diversity of its staff and students.
- Central will seek to develop appropriate mechanisms for monitoring the ages of staff and students which are sensitive to the possibility of individuals' needs for confidentiality as a way of facilitating the promotion of equality in this area.

Objective Justification

The Regulations specify that treating people differently because of age is permissible if there is an objective justification or a Genuine Occupational Requirement. Both direct and indirect discrimination will be justified if it is "a proportionate means of achieving a legitimate aim".

Proportionate means:

- The action contributes to a legitimate aim; and
- There is no reasonable alternative course of action; and
- The discriminatory effect should be significantly outweighed by the importance and benefits of the legitimate aim.

Legitimate aims might include:

- Economic factors such as business need and efficiency;
- The health, welfare and safety of the individual (including protection of young people and older workers);
- The particular training requirements of the job.

Objective justification usually will only be relied on by Central after discussion with members of the HR team or, in the case of student matters, with the Academic Registrar's Office.

Policy Statement on Disability Equality

The Royal Central School of Speech and Drama (Central) celebrates and values the diversity of its workforce and student population, and believes that the School will benefit from people of different abilities and disabilities employed at all levels of responsibility and engaged in study with us; thus hoping to provide positive role models for staff and students who identify with people of different abilities and disabilities. Central will treat all employees and students with respect, and seek to provide a positive working and learning environment free from discrimination, harassment or victimisation based on disability

Current disability legislation is generally categorised into two types:

- that which gives individual staff, students and visitors to an institution the right not to be discriminated against or harassed, and therefore requiring institutions to develop policies to prevent such situations arising;
- more positively framed legislation that does not give new rights to individual disabled people, but places more proactive duties upon institutions and other public bodies, such as the duty to promote positive attitudes towards disabled people.

Central undertakes the following:

- Students will not be denied access to courses, progression to other courses, or fair and equal treatment while on courses because of their disability.
- The recruitment, selection and promotion of Central's staff will be based on relevant criteria only, which do not include disability.
- The curriculum will not intentionally rely on or reinforce stereotypical assumptions about disability nor promote discriminatory attitudes relating to disability. Although it is acknowledged that some productions may appear to challenge this notion as it may be a significant aspect of the play/production.
- Staff will not be excluded from employment or promotion because of their disability.
- Abuse, harassment or bullying (name-calling/derogatory jokes, unacceptable or unwanted behaviour, intrusive questions) based on a person's disability is a serious disciplinary offence and will be dealt with in accordance with Central's disciplinary procedure.
- Discriminatory material relating to a person's disability or disability in general, in the form of written materials, graffiti, music or speeches, will not be tolerated. Central undertakes to remove any such propaganda whenever it appears on the premises.
- Central will include disability related issues in equality training.
- Central will consult with staff, students and the community of a range of disabilities as part of review processes.
- Central will include disability in internal attitudinal surveys, and when monitoring complaints of harassment.

- Central recognises that staff and students come from diverse backgrounds, and will strive to ensure they do not face discrimination on the grounds of their disability or in relation to other aspects of their identity, for example, their sexual orientation, race, age, religion, beliefs, transgender status, status relating to marriage and civil partnership, pregnancy or maternity.
- Central will ensure that its environment, in terms of its pictures, images, publicity materials and literature, reflects the diversity of its staff and students.

Policy Statement on Transgender Equality

The Royal Central School of Speech and Drama (Central) recognises that there can be differences between physical sex and gender identity/expression. Central will at no time discriminate against people on the grounds of transgender identity, transvestism, transsexualism, intersex conditions or any process of gender reassignment, begun or complete.

Where this policy refers to 'trans people', it has in mind people living with any of these identities. When it refers to 'gender identity', it covers both the fixed identity of people living in the gender of their birth and the more fluid identities of many trans people.

Central celebrates and values the diversity of its workforce, and believes that the School will benefit from employing trans people at all levels of responsibility, thus hoping to provide role models for students who identify as trans. Central will treat all employees and students with respect, and seek to provide a positive working and learning environment free from discrimination, harassment or victimisation.

Central undertakes the following:

- Students will not be denied access to courses, progression to other courses, or fair and equal treatment while on courses because of their gender identity.
- The curriculum will not intentionally rely on or reinforce stereotypical assumptions about trans people, nor promote transphobic attitudes. Although it is acknowledged that some productions may appear to challenge this notion as it may be a significant aspect of the play/production.
- Central will respect the confidentiality of all trans staff and students and will not reveal information without the prior agreement of the individual.
- Staff will not be excluded from employment or promotion because of their gender identity.
- Transphobic abuse, harassment or bullying (name-calling/derogatory jokes, unacceptable or unwanted behaviour and intrusive questions) is a serious disciplinary offence and will be dealt with under the appropriate disciplinary procedure.
- Transphobic propaganda, in the form of written materials, graffiti, music or speeches, will not be tolerated. Central undertakes to remove any such propaganda whenever it appears on the premises.
- Central will provide a supportive environment for staff and students who wish their trans status to be known. However, it is the right of the individual to choose whether they wish to be open about their gender identity. To 'out' someone, whether staff or student, without their permission is a form of harassment and, possibly, a criminal offence.
- Central will include gender identity issues in equality training.
- Central will consult with trans staff and students and the trans community as part of review processes.

- Central will include gender identity in internal attitudinal surveys, and when monitoring complaints of harassment.
- Staff and students undergoing medical and surgical procedures related to gender reassignment will receive positive support from Central to meet their particular needs during this period. This may reasonably include authorised absence or extensions to deadlines for work submitted for assessment.
- Central recognises that trans staff and students come from diverse backgrounds, and will strive to ensure they do not face discrimination on the grounds of their gender identity or in relation to other aspects of their identity, for example, their race, age, religion, disability, sexual orientation, status relating to marriage and civil partnership, pregnancy or maternity. In addition, assumptions will not be made about the sex of partners of trans staff or students.
- Central will ensure that its environment, in terms of its pictures, images, publicity materials and literature, reflects the diversity of its staff and students.

For more information including 'trans respect guidelines for staff and students' (Appendix C) and 'supporting a staff member or student during transition' (Appendix D), please see the Equality Challenge Unit's *Trans staff and students in higher education* (Revised 2010), found at:

<http://www.ecu.ac.uk/publications/files/trans-staff-and-students-in-he-revised-2010.pdf/view>

Policy Statement on Race Equality

The Royal Central School of Speech and Drama (Central) celebrates and values the diversity of its workforce and student population, and believes that the School will benefit from people of differing races and ethnicities employed at all levels of responsibility and engaged in study with us; thus hoping to provide positive role models for staff and students who identify with people of differing races and ethnicities. Central will treat all employees and students with respect, and seek to provide a positive working and learning environment free from discrimination, harassment or victimisation based on race.

The protected characteristic of Race refers to a group of people defined by their race, colour, and nationality (including citizenship), ethnic or national origins.

Central undertakes the following:

- Students will not be denied access to courses, progression to other courses, or fair and equal treatment while on courses because of their race.
- The recruitment, selection and promotion of Central's staff will be based on relevant criteria only, which do not include race.
- The curriculum will not intentionally rely on or reinforce stereotypical assumptions about race nor promote racist or discriminatory attitudes relating to race. Although it is acknowledged that some productions may appear to challenge this notion as it may be a significant aspect of the play/production.
- Race-related abuse, harassment or bullying (name-calling/derogatory jokes, unacceptable or unwanted behaviour and intrusive questions) is a serious disciplinary offence and will be dealt with under the appropriate disciplinary procedure.
- Discriminatory material relating to race, in the form of written materials, graffiti, music or speeches, will not be tolerated. Central undertakes to remove any such propaganda whenever it appears on the premises.
- Central will include race issues in equality training.
- Central will consult with staff, students and the community of a range of races, nationalities and ethnicities as part of review processes.
- Central will include race in internal attitudinal surveys, and when monitoring complaints of harassment.
- Central recognises that staff and students come from diverse backgrounds, and will strive to ensure they do not face discrimination on the grounds of their race or in relation to other aspects of their identity, for example, their sexual orientation, age, religion, disability, transgender status, status relating to marriage and civil partnership, pregnancy or maternity.
- Central will ensure that its environment, in terms of its pictures, images, publicity materials and literature, reflects the diversity of its staff and students.

Policy Statement on Religion and Belief Equality

The Royal Central School of Speech and Drama (Central) celebrates and values the diversity of its workforce and student population, and believes that the School will benefit from people of different religions and beliefs employed at all levels of responsibility and engaged in study with us; thus hoping to provide positive role models for staff and students that identify with people of different religions and beliefs. Central will treat all employees and students with respect, and seek to provide a positive working and learning environment free from discrimination, harassment or victimisation based on religion and/ or belief.

Religion or belief is defined as any religion, religious belief, or philosophical belief or absence thereof.

Central undertakes the following:

- Students will not be denied access to courses, progression to other courses, or fair and equal treatment while on courses because of their religion or belief.
- The recruitment, selection and promotion of Central's staff will be based on relevant criteria only, which do not include religion or belief.
- The curriculum will not intentionally rely on or reinforce stereotypical assumptions about religion or belief nor promote discriminatory attitudes relating to religion or belief. Although it is acknowledged that some productions may appear to challenge this notion as it may be a significant aspect of the play/production.
- Abuse, harassment or bullying (name-calling/derogatory jokes, unacceptable or unwanted behaviour and intrusive questions) based on a person's religion or belief is a serious disciplinary offence and will be dealt with under the appropriate disciplinary procedure.
- Discriminatory material relating to a person's religion or belief or religion or beliefs in general, in the form of written materials, graffiti, music or speeches, will not be tolerated. Central undertakes to remove any such propaganda whenever it appears on the premises.
- Central will include religion and belief related issues in equality training.
- Central will consult with staff, students and the community of a range of religion or beliefs as part of review processes.
- Central will include the characteristic of religion and belief in internal attitudinal surveys, and when monitoring complaints of harassment.
- Central recognises that staff and students come from diverse backgrounds, and will strive to ensure they do not face discrimination on the grounds of their religion or belief or in relation to other aspects of their identity, for example, their sexual orientation, race, age, disability, transgender status, status relating to marriage and civil partnership, pregnancy or maternity.
- Central will ensure that its environment, in terms of its pictures, images, publicity materials and literature, reflects the diversity of its staff and students.

Policy Statement on Sex Equality

The Royal Central School of Speech and Drama (Central) celebrates and values the diversity of its workforce and student population, and believes that the School will benefit from employing people of different sexes at all levels of responsibility and engaged in study with us; thus hoping to provide positive role models for staff and students that identify with different sexes. Central will treat all employees and students with respect, and seek to provide a positive working and learning environment free from discrimination, harassment or victimisation based on sex.

This protected characteristic is about a person's sex e.g. male, female, intersex. Legislation is about avoiding discrimination based on a person's sex.

Central undertakes the following:

- Students will not be denied access to courses, progression to other courses, or fair and equal treatment while on courses because of their sex.
- The recruitment, selection and promotion of Central's staff will be based on relevant criteria only, which do not include sex.
- The curriculum will not intentionally rely on or reinforce stereotypical assumptions about sex nor promote sexist or discriminatory attitudes relating to sex. Although it is acknowledged that some productions may appear to challenge this notion as it may be a significant aspect of the play/production.
- Abuse, harassment or bullying (name-calling/derogatory jokes, unacceptable or unwanted behaviour and intrusive questions) based on a person's sex is a serious disciplinary offence and will be dealt with under the appropriate disciplinary procedure.
- Discriminatory material relating to a person's sex or the sexes in general, in the form of written materials, graffiti, music or speeches, will not be tolerated. Central undertakes to remove any such propaganda whenever it appears on the premises.
- Central will include sex equality issues in equality training.
- Central will consult with staff, students and the community of a range of sexes¹ as part of review processes.
- Central will include the characteristic of sex in internal attitudinal surveys, and when monitoring complaints of harassment.
- Central recognises that staff and students come from diverse backgrounds, and will strive to ensure they do not face discrimination on the grounds of their sex or in relation to other aspects of their identity, for example, their

¹ By using the phrase range of sexes, we are referring to male, female and intersex. The UK Intersex Association website www.ukia.co.uk states that: "*Intersex people are individuals whose anatomy or physiology differs from contemporary cultural stereotypes of what constitute typical male and female.*"

sexual orientation, race, age, religion, disability, transgender status, status relating to marriage and civil partnership, pregnancy or maternity.

- Central will ensure that its environment, in terms of its pictures, images, publicity materials and literature, reflects the diversity of its staff and students.

Policy Statement on Sexual Orientation Equality

The Royal Central School of Speech and Drama (Central) celebrates and values the diversity of its workforce and student population, and believes that the School will benefit from employing people of differing sexual orientations and engaged in study with us; thus hoping to provide positive role models for staff and students who identify with differing sexual orientations. Central will treat all employees and students with respect, and seek to provide a positive working and learning environment free from discrimination, harassment or victimisation based on sexual orientation (self-identified or perceived).

Sexual orientation as defined in Section 12 of the Equality Act 2010 is a person's sexual orientation towards people of the same sex, people of the opposite sex or people of both sexes.

It is the right of the individual as to whether they wish to disclose their sexual orientation and if they choose not to do so, their right to privacy will be respected.

Central undertakes the following:

- Students will not be denied access to courses, progression to other courses, or fair and equal treatment while on courses because of their sexual orientation.
- The recruitment, selection and promotion of Central's staff will be based on relevant criteria only, which do not include sexual orientation.
- All School benefits and conditions of service will apply equally to all staff (and students where applicable), and same sex partners will be considered in the same way as partners of heterosexual staff.
- The curriculum will not intentionally rely on or reinforce stereotypical assumptions about lesbian, gay, heterosexual or bisexual people, nor promote homophobic or heterophobic attitudes. Although it is acknowledged that some productions may appear to challenge this notion as it may be a significant aspect of the play/production.
- Central will respect the confidentiality of all staff and students in relation to their sexual orientation and will not reveal information without the prior agreement of the individual.
- As a Higher Education establishment, Central is required to submit annual statutory returns to third party agencies, for example HEFCE, HESA, etc. These statutory returns include confidential and personal information in relation to staff and students and the information submitted is anonymous to the individual concerned.
- Staff will not be excluded from employment or promotion because of their sexual orientation.

- Homophobic or heterophobic abuse, harassment or bullying (name-calling/derogatory jokes, unacceptable or unwanted behaviour and intrusive questions) is a serious disciplinary offence and will be dealt with under the appropriate disciplinary procedure.
- Homophobic or heterophobic propaganda, in the form of written materials, graffiti, music or speeches, will not be tolerated. Central undertakes to remove any such propaganda whenever it appears on the premises.
- Central will provide a supportive environment for staff and students who wish their sexual orientation to be known. However, it is the right of the individual to choose whether they wish to be open about their sexual orientation. To 'out' someone, whether staff or student, without their permission is a form of harassment.
- Central will include sexual orientation issues in equality training.
- Central will consult with staff, students and the community of a range of sexual orientations as part of review processes.
- Central will include sexual orientation in internal attitudinal surveys, and when monitoring complaints of harassment.
- Central recognises that staff and students come from diverse backgrounds, and will strive to ensure they do not face discrimination on the grounds of their sexual orientation or in relation to other aspects of their identity, for example, their race, age, religion, disability, transgender status, status relating to marriage and civil partnership, pregnancy or maternity. In addition, assumptions will not be made about the sex of partners of staff or students.
- Central will ensure that its environment, in terms of its pictures, images, publicity materials and literature, reflects the diversity of its staff and students.
- Central will seek to develop appropriate mechanisms for monitoring declared sexual orientation of staff and students which are sensitive to the possibility of individuals' needs for confidentiality as a way of facilitating the promotion of equality in this area.

For more information including monitoring sexual orientation of staff and students, and supporting students estranged from parents, please see the Equality Challenge Unit's *Advancing LGB Equality: Improving the experience of lesbian, gay and bisexual staff and students in higher education* (2010), found at:

<http://www.ecu.ac.uk/publications/advancing-lgb-equality>

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