

ITALIA CONTI

Equal Opportunities Policy

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Italia Conti

1 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.

This includes working to support our staff and students against racism, sexism, homophobia, transphobia, ableism, ageism, islamophobia, antisemitism, and all other forms of discrimination.

2 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.

3 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.

4 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.

5 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.

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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). Italia Conti 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, ethnicity, disability, family responsibility, gender, gender identity, marital status, age, 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 our *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 and potential to develop the skills for their chosen career path, irrespective of their gender, gender identity, 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 course area maintains information about its casting principles within the specific handbooks for each level of study;
4. each educational level operates a clear assessment strategy and SEND policy appropriate to the specifics of that level and the learning environment. No student should be graded or assessed using different criteria from those used for another student, whether intentionally or unintentionally;
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));
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. Italia Conti actively promotes a clear *Code of Conduct* for staff members and students. No student or member of staff should at any time suffer less favourable or preferential treatment from staff or peers.

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8. 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;
9. Italia Conti will challenge inappropriate discriminatory behaviour by students and staff. No student or staff member should be subject to any verbal, physical or other abuse from staff or students;
10. 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. The exception to this may be where such language comprises an appropriate element of performance - related activities;
11. any abuse of these guidelines should be addressed via the Disciplinary, Appeals and Complaints procedures with reference to the *Code of Conduct*;
12. Italia Conti will provide in-house and external training and development sessions with a view to actively promoting equal opportunities ethos and practice;
13. Italia Conti seeks to recruit and employ its staff from a diverse range of applicants, with open and transparent procedures and monitors applications data;
14. Italia Conti positively promotes, discusses, and encourages its equal opportunities ethos, beyond its statutory obligations and legal requirements;
15. Italia Conti will ensure that it reviews, monitors, and evaluates the effectiveness of inclusive policies and practices;
16. Italia Conti will use the curriculum and tutor or tutorial sessions to promote tolerance of and respect for each other, paying particular regard to the protected characteristics set out in the Equality Act 2010.

6 Responsibilities and management

Italia Conti provides education at further and higher educational levels principally at its Woking campus. Where official Italia Conti business is conducted at other 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 devolves day-to-day responsibility for managing the appropriate dissemination of this policy through the Senior Leadership Team, Managers, Course Leaders, and their teams.

The Italia Conti Quality Team, in conjunction with the Senior Leadership Team, is responsible for monitoring the cyclical review and updating of all policies, according to statutory and regulatory timeframes.

7 Implementation and Working Practices

- Italia Conti operates a zero-tolerance approach toward behaviour or language which could be interpreted as harassing or discriminatory.
- Any infringements of this *Equal Opportunities Policy*, and its expected behaviours and practices will be treated as a disciplinary matter, according to the *Disciplinary Policy* and its *Complaint Policy and Procedures*.
- Any staff or student who experiences any form of discrimination or harassment has full and open recourse to the *Complaints procedures*.
- 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 publicly available on the Italia Conti website.
- Equal Opportunities monitoring data will be collated and monitored (according to the *Data Protection Policy*), supplied to regulatory bodies as necessary and is used to inform the Italia Conti 's scope of review and development.
- All courses will provide students with both formal and informal opportunities to contribute their perspectives, via official forums and anonymous questionnaires.
- 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.
- 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 online courses should also be aware of the *Italia Conti Student Charter for Distance Learning*.

8 Policy links:

Access and Widening Participation Policy

Admissions Policy

ALS policy

Data Protection Policy

Disability Policy HE

Extenuating Circumstances Policy

Equality, Diversity and Inclusion Action Plans

SEND Policy and Information Report FE

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