

NEW LONDON PERFORMING ARTS CENTRE EQUALITY AND DIVERSITY POLICY

Date of publication: February 2016

Review Date: February 2017

STATEMENT OF INTENT

It is the policy of New London Performing Arts Centre to treat all employees, students, parents, carers, and the public and job applicants fairly and equally regardless of their sex, sexual orientation, marital status, race, colour, nationality, ethnic or national origin, religion, age, disability or union membership status.

Furthermore, New London Performing Arts Centre will ensure that no requirement or condition will be imposed without justification which could disadvantage individuals purely on any of the grounds above.

This policy applies to recruitment and selection, terms and conditions of employment including pay, promotion, training and every other aspect of employment.

In terms of recruitment of staff and learners onto training or vocational courses, New London Performing Arts Centre will regularly review the procedures and selection criteria to ensure that individuals are selected, promoted and otherwise treated according to their relevant individual abilities and merits.

We are committed to the implementation of this policy and to a programme of action to ensure that the policy is, and continues to be, fully effective.

All staff are required to comply with the policy and to act in accordance with its objectives so as to remove any barriers to equal opportunity.

Any act of discrimination by employees or any failure to comply with the terms of the policy will result in disciplinary action.

IMPLEMENTATION

Legal duties

The New London Performing Arts Centre welcomes its duties under the Race Relations (Amendment) Act 2000. We are committed to:

- Promoting equality of opportunity
- Promoting good relations between members of different racial, cultural and religious groups and communities.
- Eliminating unlawful discrimination.

Guiding principles

In fulfilling our legal duties listed above, we are guided by three essential principles:

- Every student should have opportunities to achieve the highest possible standards and the best possible qualifications for the next stages of their life and education.

- Every student should be helped to develop a sense of personal and cultural identity that is confident and open to change, and that is receptive and respectful toward other identities.
- Every student should develop the knowledge, understandings and skills that they need in order to participate in Britain's multi-ethnic society and in the wider context of an interdependent world.

The full range of policies and practice

We ensure that the principles listed above apply to the full range of our policies and practices, including those that are concerned with:

- Student's progress, attainment and assessment
- Behaviour, discipline and exclusions
- Student's personal development and pastoral care
- Teaching and learning
- Attendance
- The content of the curriculum
- Staff recruitment and professional development
- Partnerships with parents and communities

Addressing racism and xenophobia

The New London Performing Arts Centre is opposed to all forms of racism and xenophobia, including those forms that are directed towards religious groups and communities, for example Islamophobia and against travellers, refugees and asylum seekers.

Responsibilities

- The trustees are responsible for ensuring that NLPAC complies with legislation and that this policy and its related procedures and strategies are implemented.
- The Principal is responsible for implementing the policy; for ensuring that all staff are aware of their responsibilities and are given appropriate training and support and for taking appropriate action in any cases of unlawful discrimination.
- All staff are expected to deal with racist incidents that may occur; to know how to identify and challenge racial and cultural bias and stereotyping, to support pupils in their class or lesson for whom NLPAC policies for race equality and cultural diversity are especially pertinent and where English is an additional language; and to incorporate principles of equality and diversity into all aspects of their work.

Information and resources

- We ensure that the content of this policy is known to all staff and trustees and also, as appropriate, to all pupils and parents.
- All staff and trustees have access to a selection of resources, which discuss and explain concepts of race equality and cultural diversity in appropriate detail.

Religious observance

- We respect the religious beliefs and practice of all staff, pupils and parents and comply with all reasonable requests relating to religious observance and practice.

Action plan

- We draw up an annual action plan for the implementation of this policy and for monitoring its impact.

Breaches of the policy

- Breaches of this policy will be dealt with in the same ways that breaches of other NLPAC policies are dealt with, as determined by the Principal and trustees.

Monitoring and evaluation

- We collect, study and use quantitative and qualitative data relating to the implementation of this policy and make adjustments as appropriate.