

TRINITY LABAN CONSERVATOIRE OF MUSIC AND DANCE EQUALITY & DIVERSITY OBJECTIVES 2017-2021

Introduction – Our Commitment to Equality & Diversity

Trinity Laban believes in principles of social justice, acknowledges that discrimination affects people adversely, and is committed to challenge all forms of inequality. To meet this objective, Trinity Laban will aim to ensure that:

- Individuals are treated fairly, with dignity and respect regardless of their age, disability, sex, gender reassignment, pregnancy, maternity, race (which includes colour, nationality and ethnic or national origins), sexual orientation, religion or belief, or because someone is married or in a civil partnership. These are known as "protected characteristics";
- Everyone is given the opportunity to fulfil their potential;
- It promotes an inclusive and supportive environment for staff, students and visitors; and
- It recognizes the various contributions to the achievement of Trinity Laban's mission made by individuals from diverse backgrounds and with a wide range of experiences.

Responsibilities

Board

The Institution's Board of Governors has formal responsibility for ensuring that the institution meets both statutory and institutional requirements and objectives in respect of equality and diversity; and for achieving adherence to the equality and diversity policy across its institutional community.

Equality, Diversity and Access Committee

The Equality, Diversity and Access Committee ("the EDA") is responsible for promoting the development, implementation and evaluation of institutional equality and diversity policies and practices.

Leaders and managers

Senior members of the institution are responsible for:

- Promoting commitment to the implementation of the Equality Objectives and the Equality and Diversity Policy across their departments;
- Ensuring that staff and students are encouraged, supported and enabled to reach their full potential;
- Identifying appropriate staff development for themselves and their staff to meet the needs of their respective areas.

Colleagues and students

Individual members of the institution are responsible for:

- Supporting and implementing the aims of Equality Objectives and the Equality and Diversity Policy;
- Promoting equality of opportunity;
- Contributing to an environment free of fear and intimidation and which celebrates diversity;
- Ensuring that their behaviour and actions do not involve discrimination, harassment, bullying or victimisation in any way,

Our Equality Objectives and the Consultation Process

The EDA began its preparations to set new Equality Objectives in 2016. The process commenced with a one day workshop run by the Equality Challenge Unit, an organisation which works to further and support equality and diversity for staff and students in higher education institutions. At the end of this meeting, five draft areas for the equality objectives were proposed.

Wider consultation took place including the Principal's Management Group, Learning & Participation, and smaller focus and working groups ran by EDA members leading to the Equality Objectives proposed in this document.

The proposed Equality Objectives are targeted to cover all elements of the institution's higher education, learning and participation, outreach and audience communities. By setting these Equality Objectives we also comply with our legal responsibility to set and publicise at least one Equality Objective for the four year period.

Equality and Diversity Objectives 2017-2021

The Institution proposes to adopt the following Equality & Diversity Objectives for the period 2017-2021:

- 1) Build awareness, understanding and behaviour change to support Equality & Diversity throughout the Conservatoire;
- 2) Embed principles of Equality & Diversity in all aspects of widening participation and student recruitment activity;
- 3) Showcase, celebrate & champion diversity; in Equality & Diversity work; in the staff and student body, the Institution's Board of Governors, audiences and artists, participants; partnerships; and programmes;
- 4) Increase the Institution's understanding of differences in the challenges and barriers to student success and attainment;
- 5) Advocate for diversity in music, dance and musical theatre within the wider arts and higher education sector.

Legal context

The Equality Act 2010 protects people from discrimination on the basis of protected characteristics. The Act provides protection against direct and indirect discrimination, harassment (including third party harassment) and victimisation in, among other things services and public functions, premises, and education.

In addition, the Institution must meet the 'public sector equality duty' requirements set out in the Act, which requires the Institution to:

- take an active and vigorous approach to promoting equality;
- treat people differently where this is necessary to treat them fairly; and
- take positive action (as distinct from positively discriminating, which remains illegal) to
- ensure that people from protected groups are involved in the governance and other statutory activities of the Institution.

This general duty is also underpinned by specific duties to:-

- Publish information to show compliance with the equality duty
- Set and publish equality objectives, at least every four years.

The Institution is committed to going beyond statutory compliance and embracing Equality and Diversity in all of its forms.

Geographic context

The Equality Objectives have been set within the local context which is as follows:

- The Institution is set in the Greenwich and Lewisham areas of South-East London. Greenwich is the 78th and Lewisham the 36th most deprived of 326 English boroughs; both have pockets of extreme socio-economic disadvantage.
- People from BAME backgrounds make up nearly half the population of both boroughs
- In relation to our community work and performances, the majority of the Institution's participants & audience members come from Greenwich and Lewisham.
- The proportion of school-age children from BAME backgrounds is significantly higher: 72% across Greenwich and Lewisham.

The institution receives funding from Lewisham Council to widen access to the arts and address barriers for those less able to engage.

Our participatory programmes respond to the local high levels of diversity. In academic year 2016-2017 the institution engaged with: 5,464 CYP from BAME backgrounds; 179 disabled CYP; 480 older people (60+). We work within some of the most deprived areas in our boroughs.

Celebrate Diversity

The institution celebrates diversity in all of its forms, and seeks to build on its long history of engaging with diverse groups and working with a broad range of artists. Through the proposed Equality Objectives and related action plans significant strides will be made in the understanding, embedding and celebrating of Equality and Diversity throughout the institution and its wider community.

Recent activities undertaken include honouring Black History Month by asking staff and students to nominate an influential black artist and publicising those campaigns via social media and a poster campaign around the institution's campuses; raising awareness in conjunction with the Students' Union of IDAHOT, the International Day against Homophobia, Biphobia and Transphobia; International Woman's Day; World Values Day; FoM hosting an Arts Council England Changemaker; FoM developing a major year-long performance programme thematic strand which will focus on music by women composers; FoM L&P Youth Music Funded project with Evelyn Grace Academy to further explore barriers (perceived &/or actual) to progression in music; and FoM strategic partnership with Bournemouth Symphony Orchestra to explore a range of partnership initiatives designed to tackle the lack of diversity in classical music.

Objective 1: to build awareness, understanding and behaviour change to support Equality & Diversity throughout the Institution

Initiatives and activities to take place in support of the objective include:

- 1.1. To work with external consultants, as and when required, to support the Institution to enact organisational change, create appropriate governance/management structures, and to develop our programmes of activity to facilitate greater equality and diversity.
- 1.2. To review and develop strategies and formal policies to explicitly embed diversity as a core driver across all Institutional activities.
- 1.3. To use stakeholder forums to gather the opinions/concerns of students, staff and other stakeholders, reflecting their key role in the development of institutional policy.
- 1.4. To monitor the effectiveness of Equality and Diversity Policy and Practices throughout the Institution.
- 1.5. To ensure that the Institution maintains its understanding of current and future developments in Equality & Diversity thinking and good practice.
- 1.6. To ensure ongoing and appropriate learning and development activities are made available and actively accessed by staff and students.

Desired Outcome: All staff, students and other stakeholders are aware of and understand Equality & Diversity and role model behaviours to support E&D across all of their activities and actions.

Objective 2: to embed principles of Equality & Diversity in all aspects of widening participation and student recruitment activity

Initiatives and activities to take place in support of the objective include:

- 2.1. To build our understanding of barriers to arts engagement, and as an Institution, to develop relevant opportunities; make the Institution more permeable and remove obstacles to participation.
- 2.2. To widen access and provide opportunities for a broad range of children and young people to ensure their progression in music and dance.
- 2.3. To provide meaningful opportunities for members of protected characteristic groups to engage with music and dance.
- 2.4. To create projects to encourage participation by males in dance and musical theatre training and address barriers for women across all institutional disciplines, aiming at building gender equality within our art forms.
- 2.5. To review recruitment and selection policies and criteria to ensure they properly reflect the importance the institution places on a diverse student community to the benefit of all, removing barriers to the involvement of all individual.

Desired Outcome: We see a rich and diverse student body across all levels and types of engagement.

Objective 3: to champion, showcase and celebrate diversity; in the Institution's Equality & Diversity work; in the staff and student body, the Institution's Board of Governors, audiences and artists, participants; partnerships; and programmes.

Initiatives and activities to take place in support of the objective include:

Students

- 3.1. To work to showcase the achievements of BAME and disabled students to help grow the diversity of the dance and music workforces.
- 3.2. To collaborate in creating diversity-focused student events, performances and other activities, developing and creating relationships and increasing the permeability of our programmes.
- 3.3. To develop an inclusive curriculum which champions, showcases and celebrates diversity.

Staff and Volunteers

- 3.4. To continue to promote diversity throughout the institution, including at Board level, encouraging and enabling individuals to seek opportunities to do so within their work day-to-day.
- 3.5. To continue to promote and embed Equality & Diversity across all relevant HR policies and procedures.

, Board of Governors

To continue to promote diversity within the governing body.

Artists and Researchers

- 3.6. To enable access to our performance platforms and development opportunities by artists and researchers with protected characteristics and those working in diverse areas of practice.
- 3.7. To carry out research into the diversity and needs of current/potential audiences for our performances and their relationship to our participants to inform programming and our efforts to reach new audiences.
- 3.8. To collaborate strategically with partners to increase our knowledge; reach; credibility; and impact of our work, creating opportunity for under-represented groups.

Participants

- 3.9. To bring together disabled people, older groups, those with health conditions and those less represented in the arts more broadly in safe and supportive environments where their contributions will be celebrated.
- 3.10. To use participation in dance and music projects as a bridge to attendance at performances, in tandem with 'Backstage' activities demystifying the experience of visiting an arts venue.

Audiences

- 3.11. To showcase excellence in a diverse programme of professional music, dance and multi-disciplinary work.
- 3.12. To work to close the gap between BAME and white attendance; contribute to the growing engagement by disabled and older people; and grow the diversity of the dance and music workforces through our artistic development work.
- 3.13. To deliver a broad performance programme which reflects our local context and responds to and reflects local audiences and participants, their concerns and their interests.
- 3.14. To share works from our performance programmes in community venues within areas of socio-economic disadvantage.

Desired Outcome: *The staff, volunteers, Board of Governors and student bodies are populated with people from diverse backgrounds and interests and their successes are celebrated by the Institution. The institution works with students, staff, volunteers, Board members and other stakeholders to promote and showcase diversity.*

Objective 4: to increase our understanding of differences in the challenges and barriers to student success and attainment.

Initiatives and activities to take place in support of the objective include:

- 4.1. To use research, evaluation and consultation to increase our understanding of different groups and their needs.
- 4.2. To seek to better understand the barriers to progression for protected groups and methods to ensure these can be removed early.
- 4.3. To engage with HE sector initiatives and good practice around differential student attainment.
- 4.4. To continue to map the student lifecycle, identifying transition points into, through, and out of study.
- 4.5. To consider or undertake research on the impact the levels of diversity in the staff body may have on student attainment for under-represented groups.

Desired Outcome: *The Institution has a clear understanding of how to successfully remove barriers and address challenges so that students, regardless of background, are able to succeed.*

Objective 5: to advocate for diversity in music, dance and musical theatre within the wider arts and higher education sector.

Initiatives and activities to take place in support of the objective include:

- 5.1. To support diverse artists in taking an equal place in the wider dance and music ecologies.
- 5.2. To disseminate approaches to promoting diversity, to effect change in practice regionally and nationally.
- 5.3. To advocate for diverse artists to play a leading role in decision making in the wider dance and music ecologies.
- 5.4. To share best practice and learning via real-life & online groups; local, regional and national partners; distribution of work created through artist development initiatives; publication of research; participation in national/international debates on best practices in the arts; and press activity generating.
- 5.5. To deepen discussion concerning diversity and develop best practice.
- 5.6. To bring groups of music and dance artists together to discuss pressing/difficult issues relating to diverse practice.

Desired Outcome: *The Institution's influence has supported greater diversity within the wider dance and music ecologies.*