



Royal Academy of Music

Equality and Diversity Policy – Summary Document

1. POLICY

The Academy welcomes and promotes an inclusive working and learning environment based on the principles of equality, dignity and respect. It is Academy policy that individuals are selected, taught, trained, assessed, appraised, promoted and otherwise treated solely on the basis of their relevant merits and ability, thereby being afforded equality of opportunity both in their working/educational life and access to services available from or through the Academy. Any form of discrimination, harassment or victimisation will not be tolerated. The Academy will support staff and students in challenging and removing all forms of prejudice and discrimination from the workplace.

2. SCOPE OF THE POLICY

The Academy's Equality and Diversity Policy is applicable at all levels of the Academy's functions. This means that students and staff at all levels are responsible for implementing and supporting this policy. As a public body, we have a responsibility to demonstrate how we promote and monitor equality through our policies, Equality Scheme, Objectives and Action Plan, ensuring these are consistent, effective and appropriate for the needs of staff and students.

3. DEFINITIONS

Protected Characteristics: The law prohibits discrimination, harassment or victimisation due to age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief (including lack of belief), sex (gender), and sexual orientation (Equality Act 2010)

Direct discrimination is defined as treating a person less favourably than others are, or would be treated because of the above protected characteristics (including association with or perception as the above protected characteristics).

Indirect discrimination occurs where a particular policy, condition or practice, on the face of it appears to treat everyone equally, but in practice, leads to people with a protected characteristic to be disadvantaged as opposed to other people.

Harassment is an unwanted conduct which has the effect of violating a person's dignity and/or creating an intimidating, hostile, degrading, humiliating or offensive environment. It includes unwanted conduct of a sexual nature (sexual harassment).

Victimisation is defined as an individual being singled out for unfair treatment. This may occur as a result of making a complaint or in giving evidence to an Employment Tribunal or Court of Law

4. IMPLEMENTATION AND RESPONSIBILITIES

<p>All staff, students, contractors and visitors:</p> <ul style="list-style-type: none"> • Have an awareness of the Academy’s Equality and Diversity Policy. • Incorporate the aims and values of the Policy into all areas of life at the Academy. • Ensure their conduct towards others is at all times respectful and free from discrimination, harassment and victimisation. • Appropriately challenge instances of discrimination, or draw it to the attention of the senior staff and/or Human Resources/Registry. • Contribute to a respectful environment that embraces diversity. 	<p>Managers and academic staff:</p> <ul style="list-style-type: none"> • Promote the requirements and spirit of this policy to their staff and/or students, fostering an inclusive culture. • Ensure staff and students are encouraged, supported and enabled to reach their full potential. • Deal promptly with discriminatory acts or practices, ensuring that they are reported through relevant channels. • Ensure their schemes of work, lesson content and teaching resources demonstrate sensitivity to equality and diversity issues. • Ensure that decisions affecting staff and students are made on objectively justifiable, relevant criteria. • Ensure that an Equality Impact Assessment is undertaken for any new or revised policies, procedures or projects within their remit.
<p>Senior Management Team & Academic Board:</p> <ul style="list-style-type: none"> • Ensure staff create a positive, inclusive ethos that challenges inequality and inappropriate behaviour (Senior Management Team only). • Ensure all Academy policies and activity are sensitive to equality issues. • Ensure equality monitoring data are collected and analysed. • Ensure equality objectives are set based upon the analysis of consultation and equality monitoring information. • Ensure appropriate staff training and development is provided to support the appreciation and understanding of diversity (SMT only). 	<p>Governance, Principal and Committees:</p> <ul style="list-style-type: none"> • The Governing Body has corporate responsibility for the Academy’s Equality duties, and for ensuring that an inclusive culture is promoted throughout the Academy. • The Principal is responsible for leading equality and diversity and ensures implementation of the policy and that appropriate action is taken against breaches of the policy. • The Equality and Diversity Committee oversees the implementation of the Academy’s Equality Scheme, Primary Objectives and Action Plan.

Further information is available on our website www.ram.ac.uk/equality , on Air - the Academy intranet, from the Registry/ Human Resources Department, or by email from equality@ram.ac.uk, including:

- *Equality and Diversity Policy (full document)*
- *Anti-Harassment Policy*
- *Equality Scheme and Action Plan*
- *Primary Equality Objectives*