

English National Ballet School

ENGLISH NATIONAL BALLET SCHOOL

EQUALITY, DIVERSITY AND INCLUSION POLICY SEPTEMBER 2023

Introduction

We welcome our duties under the Equality Act 2010. The English National Ballet School's (ENBS) general duties with regard to equality are:

- Eliminating discrimination.
- Fostering good relationships.
- Advancing equality of opportunity.

We will not discriminate against, harass or victimise any staff member, student, prospective student, or other member of the School community because of their or someone they are associated with:

- Sex.
- Age.
- Race.
- Disability.
- Religion or belief.
- Sexual orientation.
- Gender Identity and/or Gender Reassignment.
- Pregnancy or maternity.
- Marriage and civil partnership.

We aim to promote students' spiritual, moral, social and cultural development, with special emphasis on promoting equality and diversity, and eradicating prejudicial incidents for students and staff. Our School is committed to not only eliminating discrimination, but also increasing understanding and appreciation for diversity.

We believe that a greater level of success from students and staff can be achieved by realising the uniqueness of individuals. Creating an inclusive environment where individuals feel confident and at ease is a commitment of the School.

This environment will be achieved by:

- Being respectful.
- Always treating all members of the School community fairly.
- Developing an understanding of diversity and inclusion and the benefits it can have.
- Adopting an inclusive attitude and ensuring that the whole School community understands what inclusive behaviour looks like in the School and how this aligns with the School's values.
- Adopting an inclusive curriculum that is accessible to all.
- Encouraging compassion and open-mindedness.
- Challenging bias and calling it out in order to move the conversation forward.

We do not tolerate any form of prejudice-related incident. Whether direct or indirect, we treat discrimination against all members of our School with the utmost severity. When an incident is reported, our School is devoted to ensuring appropriate action is taken and a resolution is put into place which is both fair and firm.

Legal Framework

This policy has due regard to statutory legislation, including but not limited to, the following:

- Human Rights Act 1998
- The Equality Act 2010
- Data Protection Act 2018

This policy has due regard to statutory guidance, including but not limited to the following:

- The Equality Act and Schools (DFE 2014)
- Equality Act 2010: advice for schools (DFE 2014)
- Mental Health and Wellbeing provision in school (DFE 2018)

This policy is relation to the following other School policies:

- Safeguarding and Child Protection Policy
- Data Protection Policy
- Complaints Policy
- Code of Conduct

Roles and Responsibilities

Governors will:

- Be responsible for ensuring the School complies with the appropriate equality legislation and regulations.
- Take all reasonable steps to ensure that students and staff will not be discriminated against, harassed or victimised in relation to:
 - Admissions and selection
 - Recruitment
 - The way the School provides an education for students

- How students and staff are provided with access to benefits, facilities and services
- The discipline of students or staff

The Artistic Director and Executive Director will:

- Implement this policy ensuring that all staff apply its guidelines fairly in all situations.
- Deliver training sessions to ensure that all members of staff are aware of their responsibilities, as well as to develop their skills and knowledge.
- Review and amend this policy, considering new legislation and government guidance and previously reported incidents, in order to improve procedures.
- Ensure that appropriate support is made available for students who require immediate interventions, parental assistance and personal counselling.

All staff will:

- Be alert to possible harassment of students, both inside and outside of School, and to deal with incidents of harassment/discrimination as the highest priority.
- Carry out their statutory duties relating to equality, inclusivity and pertaining to their specific roles.
- Have due regard to the sensitivities of all students and their colleagues and not provide material that may cause offence.

Staff focused Equality, Diversity and Inclusion

1. Policy Statement

ENBS is committed to supporting, developing, and promoting diversity and equality in all of its employment practices and activities, and aims to establish an inclusive culture free from discrimination. Our aim is for our staff and governors to be truly representative of all sections of society and to feel respected and able to give their best. We will provide equal access to facilities, employment opportunities and career development.

2. Scope

The policy applies to all staff (employees, workers, and freelancers), governors and volunteers.

3. Aim

The aim of this policy is to communicate the commitment of the governors and staff of ENBS to the promotion of equality, diversity, and inclusion among our workforce, eliminate unlawful discrimination and build a fully inclusive organisation. This will be achieved by:

- endeavouring to make the best use of the range of talent and experience available within the workforce and potential workforce.
- working to build a culture that encourages dialogue.
- ENBS, its employees and governors fulfilling their legal obligations.

ENBS's staff and governors will:

- promote diversity and equality.
- encourage and adopt an inclusive attitude.
- lead by example.
- seek training if they need to improve their knowledge in a particular area.

This policy confirms ENBS's commitment to comply with the Equality Act 2010, which states that it is unlawful to discriminate directly in recruitment or employment because of 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".

4. Principles

The principles of this Equality, Diversity and Inclusion policy are:

- to treat everyone who works for or with ENBS with dignity and respect.
- to work proactively to develop and promote a culture of equality, diversity, and inclusion.
- to support and enable all staff and governors, irrespective of their protected characteristics.
- to prevent all forms of unlawful discrimination
- to deal with any forms of discrimination that do occur consistently, promptly and effectively.
- to ensure that this Equality, Diversity and Inclusion Policy is "live" and actively influences the culture of the School.

5. How is the Equality, Diversity and Inclusion Policy put into practice?

It is the duty of all staff and governors to accept their personal responsibility for the practical application of this policy. To implement this policy, we will:

- clearly communicate the policy to all staff and governors.
- incorporate specific and appropriate duties in respect of implementing this policy into roles and responsibilities of staff and governors.

ENBS will endeavour to ensure the following through appropriate systems, training and guidance:

Recruitment and Selection

- members of staff and governors will not consciously discriminate in the selection or recruitment of applicants for employment, and measures will be taken to mitigate the risks of unconscious bias.
- Wherever possible, vacancies will be advertised openly and in a variety of places to ensure the largest pool of potential candidates are made aware of the position.
- recruitment advertising will encourage applications from all sectors of the community reflecting ENBS's commitment to diversity and equality.
- job descriptions, person specifications and recruitment advertisements will be written on the basis of the essential and justifiable requirements of the position.
- shortlisting, appointment and rejection decisions will be transparent and justifiable.

- personal data will be processed in line with our Data Protection Policy and Procedures.
- Applicants will not be asked about health or disability before a job offer is made unless necessary to ascertain whether the applicant can perform an intrinsic part of their job.
- Applicants will not be asked about past or current pregnancy or future intentions related to pregnancy.
- Applicants will not be asked about matters concerning age, race, religion or belief, sexual orientation or gender assignment without the approval of HR (who will first consider whether such matters are relevant and may lawfully be taken into account).
- We are required by law to ensure that all staff are entitled to work in the UK. However, assumptions about immigration status will not be made based on appearance or apparent nationality.

Terms and Conditions

- care will be taken to ensure that there is fairness and consistency when offering terms and conditions of employment.

Performance Management

- probation and performance management procedures will be clear and transparent and will be applied fairly across all staff.

Complaints

- any complaints relating to discrimination, bullying, harassment, or inappropriate behaviour will be investigated in accordance with the School's Grievance Policy.

Discipline

- any proven breach of the Equality, Diversity and Inclusion Policy may be considered to be misconduct, and, in such circumstances, action will be taken in accordance with the School's Disciplinary Procedure.
- No redundancy or dismissal shall be the result of direct or indirect prejudice. All disciplinary procedures are non-prejudicial, whether they result in warnings, dismissal, or any other disciplinary action.

Student focused Equality, Diversity and Inclusion

6. Policy Statement

English National Ballet School (ENBS) is committed to supporting, developing, and promoting diversity and equality in all of its student recruitment practices and activities and aims to establish an inclusive culture free from discrimination. Our aim is for our student cohort to be truly representative of society and to feel respected and able to give their best. We will provide equal access to facilities, performance opportunities and career development.

We are committed to having a balanced, diverse and fair curriculum. We believe that our students should be exposed to ideas and concepts that may challenge their understanding, to help ensure that students learn to become more accepting and inclusive of others. Challenging and controversial concepts will be discussed in a way that prevents discrimination and promotes inclusive attitudes.

7. Scope

The policy applies to all students, including Associates/adult students??, Senior School and Trainees.

8. Aim

The aim of this policy is to communicate the commitment of the governors and staff to the promotion of equality, diversity, and inclusion within our School, eliminate unlawful discrimination and build a fully inclusive organisation. This will be achieved by:

- building a culture that encourages dialogue and fosters an inclusive environment for all students
- teaching our students to be:
 - understanding of others.
 - celebratory of diversity.
 - eager to reach their full potential.
 - inclusive.
 - aware of what constitutes discriminatory behaviour.
- ENBS and its employees fulfilling their legal obligations.

This policy confirms our commitment to comply with the Equality Act 2010, which states that it is unlawful to discriminate directly in recruitment or employment because of 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".

9. Principles

The principles of this Student Equality, Diversity and Inclusion policy are:

- to treat everyone who works and studies at ENBS with dignity and respect.
- to work to develop and promote a culture of equality, diversity and inclusion.
- to support and enable all students, staff and governors irrespective of their protected characteristics.
- to aim to prevent all forms of unlawful discrimination
- to deal with any forms of discrimination that do occur consistently, promptly and effectively.
- to ensure that the EDI Policy is "live" and actively influences the culture of the School.

10. Student Recruitment

The School recruits students based on talent, but will endeavour to have an audition process and reach that breaks down barriers for students. The School will also strive to be able to offer two scholarships per year to enable talented students from disadvantaged backgrounds or countries to access the elite training provided by ENBS. The School is also actively developing a community programme and Junior school to enable access to the talent pipeline to students from disadvantaged and diverse backgrounds from an early age.

11. Curriculum pledge

The School will ensure that the student voice allows for transparent and sensitive discussion of EDI issues.

The School believes that students should be exposed to thoughts and ideas of all kinds, however challenging or controversial. However, the School will ensure that the curriculum is as balanced as possible and delivered in such a way that prevents discrimination.

The School will ensure equality, diversity and tolerance is taught and promoted throughout the curriculum.

There is an online feedback form that allows for students to report EDI issues by name or anonymously.

The School will ensure that they embed appropriate EDI topics into the taught subject curriculum where possible, and similarly into the PSHE programme.

We will promote inclusion and equality at the School through:

- ensuring that students are called by their preferred names, taking into account the correct spellings, structure and pronunciation.
- Ensuring that, as far as possible, that our governing board and staff reflect the diversity of our local community.
- Providing an environment where prejudiced assumptions, attitudes and behaviours are continuously challenged.
- Instilling in students an awareness of prejudice, giving them confidence that it can, and must, be eradicated.
- Providing a variety of experiences that expose students to a wide range of cultural experiences.
- Ensuring equal access to opportunities
- Taking care in the use of language and the use of resources to ensure that staff avoid reinforcing stereotypical views of society.
- Valuing the cultural experiences and contributions of all students, regardless of any protected characteristic they may have.

Closing Statement

Prejudice is not tolerated, and we are continuously working towards a more accepting and respectful environment for our School community. We will regularly review our School practices to ensure that they are fair with regard to all the protected characteristics.

Definitions

Equal opportunities

Equal Opportunities is the principle that opportunities in employment, education and other areas are made available to all. The Equality Act (2010) makes it illegal to discriminate against people because of a protected characteristic.

Diversity

Diversity is a broader concept that builds upon the progress made through equal opportunities. Everyone is different and diversity is about recognising, respecting and valuing the differences we each bring to work.

Equal opportunities and diversity work together by identifying and addressing any inequalities and barriers faced by people and by valuing, learning and benefiting from the diverse cultures in society and our staff.

Inclusion

Inclusion is where individual differences are seen as a benefit, and where perspectives and differences are welcomed and shared, leading to better decision making and improved productivity.

Direct discrimination

Direct discrimination occurs when an individual is treated less favourably than another because of a protected characteristic they have.

Discrimination by association

This is direct discrimination against someone because they associate with another person who possesses a protected characteristic.

Perception discrimination

This is direct discrimination against an individual because others think they possess a protected characteristic. It applies even if the person does not actually possess the protected characteristic.

Indirect discrimination

Indirect discrimination occurs when a provision, criterion or practice is applied universally, but its effect disadvantages people who share a protected characteristic.

Harassment

Harassment is unwanted and uninvited behaviour related to a protected characteristic and which makes a person feel intimidated or humiliated.

Victimisation

Victimisation is where someone is treated less favourably because they have made a complaint about discrimination or harassment or have given evidence relating to a complaint.

Document Change History

This is version 1.0 of English National Ballet School's **Equality, Diversity and Inclusion Policy**. This policy is for internal and external use.

This policy is subject to regular revision and maintained electronically. Electronic copies are version controlled.

The most recent version is listed first.

Version: 2.0	Date of Change: 26/09/2023
Whole Document	Whole document reviewed and reformatted
Version: 1.0	Date of Change: 18/04/2023
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Whole Document	Policy created
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