

TRINITY LABAN

Equality, Diversity, and Inclusion Policy

1. VISION

Trinity Laban is committed to creating a culture in which equality, diversity, and inclusion are embedded and in which discrimination is not tolerated. We recognise the educational and business benefits of having a diverse community of staff and students and to this end we are working towards building and maintaining an environment that values equality, diversity, and inclusion.

2. POLICY STATEMENT

Trinity Laban believes in principles of social justice and is committed to challenge all forms of inequality. To deliver this vision, 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, sexual orientation, religion or belief, or because someone is married or in a civil partnership. These are known as "protected characteristics" as stated in The Equality Act 2010.
- Everyone is given the opportunity to fulfil their potential.
- We promote an inclusive and supportive environment for staff, students and visitors.
- We recognise the various contributions to the achievement of Trinity Laban's organisational mission – Excellence Beyond Tradition - made by individuals from all backgrounds and with a wide range of experiences.
- We reflect the diversity of talent, experience and skills from the local, national and international community from which we draw our students and workforce.
- We uphold academic freedom and freedom of speech within the law, recognising that open, respectful dialogue is vital to creativity, critical inquiry, and cultural exchange. We provide an inclusive environment where diverse and challenging perspectives can be shared and debated, while ensuring all members of our community are safe from harassment, hatred, or discrimination.
- We recognise that achieving equality of opportunity may require an equitable approach. Equity acknowledges that individuals experience different barriers and may require different forms of support, adjustment or opportunity in order to achieve fair outcome.
- We recognise that individuals may experience multiple and intersecting forms of discrimination, disadvantage or privilege and will seek to consider these experiences in our approach to equality, diversity and inclusion.

3. DEFINITIONS

Staff

Staff are defined as all individuals who carry out work/duties/services for or on behalf of Trinity Laban. These individuals include, but are not limited to, all employees whether salaried/hourly-paid, full-time/fractional, permanent/fixed-term/sessional; contracted staff; self-employed/freelance persons and consultants; visiting artists; workers (other than employees or self-employed); agency workers; temporary/casual workers (employed directly by Trinity Laban); staff on nil hours/term-time only contracts; and apprentices/trainees (apprenticeship/training contracts) and vocational trainees (including work experience/work placement).

Students/users/participants

Users are those using, or seeking to use, Trinity Laban's services/facilities, including, but not limited to, full and part time students working both on campus and online, individuals attending classes, auditions and external events; community participants; participants of vacation courses; parents and carers, children and young people; visitors to Trinity Laban's premises, including audience members, and potential employees (job applicants).

4. SCOPE OF POLICY

This policy applies to all staff, students, and visitors of Trinity Laban as well as users/participants and to those contracted to undertake work on behalf of the Conservatoire. It is the responsibility of each member of staff, each student and each visitor, to behave in accordance with the principles of this policy. Nothing in this policy will restrict free speech as set out in the Freedom of Speech Code of Practice.

This policy should be read in conjunction with the Conservatoire's agreed policies on Admissions and Access and Participation.

5. POLICY COMMITMENTS

Through this Equality, Diversity and inclusion Policy and associated Codes of Practice, the Conservatoire aims:

- To foster and maintain an institutional culture and practice which embraces diversity, respects cultural or individual difference and actively seeks to eliminate any form of inequality, discrimination, harassment or victimisation on grounds of age, disability, sex, gender reassignment, pregnancy, maternity, race, sexual orientation, religion or belief, or because someone is married or in a civil partnership.
- To ensure staff appointments are made in an equitable environment that enables all individuals to demonstrate their merits and abilities in relation to transparent criteria relevant to the duties and conditions of particular posts.

- To ensure that student recruitment concerns itself only with the ability of applicants to benefit from their chosen programme.
- To ensure that all staff and students have equitable access to services that are available by the Conservatoire.
- To ensure that all staff and students have equitable access to personal, professional, academic and career development opportunities.
- To make reasonable adjustments to any physical features or working arrangements that may place a disabled person at a disadvantage.
- To raise staff and student awareness of equality issues and their obligations in the implementation of the Conservatoire's Equality, Diversity, and Inclusion Policy.
- To promote programmes of work actively addressing equality, diversity, and inclusion issues, and to monitor and evaluate their success.
- To consult all relevant stakeholders on the Conservatoire's policy, procedures and practices.
- To uphold freedom of speech and academic freedom within the law and to protect lawful expression and open debate, while ensuring a safe, inclusive environment free from harassment, discrimination, or incitement to hatred or violence.
- To promote accessibility and inclusive practice by proactively identifying and removing barriers to participation, learning and employment.

6. ACCOUNTABILITIES

The Conservatoire's Board of Governors has accountability for ensuring this policy is in place and that there is adherence by the Institutional community. The Board delegates operational responsibility for implementation to the Conservatoire's Executive team who have a leadership role in championing the policy to the Conservatoire.

The Equality, Diversity and Inclusion Board is responsible for ensuring the strategic development, monitoring and review of the Equality, Diversity and Inclusion Policy and progress on the implementation of action plans. The Equality, Diversity, and Inclusion Board reports directly to the Board of Governors.

The Executive Director (Operations) is accountable for ensuring that procedures relating to staff recruitment, selection, career development, discipline and grievance are carried out in accordance with the Equality, Diversity and Inclusion Policy. This is in conjunction with the People and Organisational Development team, for providing advice, guidance and support on the application of the policy and for developing action plans to address equality-related employment issues.

The following are responsible for ensuring that all policies relating to the student experience are carried out in accordance with the Equality, Diversity, and Inclusion Policy:

Artistic Director; Director of Learning, Teaching & Student Experience; Registrar and Director of Academic Services; Head of Student Services and Accessibility, President of the Trinity Laban Students' Union; relevant Academic Committees.

7. RESPONSIBILITIES

Line Managers are responsible for:

- fostering a culture in which compliance with this policy is regarded as integral to the work of the area that they manage and in which equality, diversity, and inclusion matters are actively addressed.
- 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.
- promoting lawful freedom of speech and academic freedom and the open and respectful exchange of ideas

Individual members of the Conservatoire are responsible for:

- supporting and implementing the aims of this policy
- promoting equality of opportunity
- contributing to an environment free of fear and intimidation which celebrates diversity and values freedom of speech and artistic expression; ensuring that their behaviour and actions do not amount to discrimination, harassment, bullying or victimisation in any way.

This Policy is wholly supported by Trinity Laban's Board of Governors and Executives and has been agreed following consultation with our recognised Trade Unions. Trinity Laban is committed to monitoring the impact and effectiveness of this Policy.

8. ASSOCIATED POLICIES AND PLANS

The Equality, Diversity, and Inclusion Policy is supported by the following associated policies and plans:

- Access and Participation Plan
- Anti-racism Strategy
- Dignity at Work Policy
- Equality Objectives

- Freedom of Speech Code of Practice
- Staff Charter
- Staff Handbook
- Trinity Laban Statement of Responsibilities
- Student Code of Conduct

9. COMMUNICATION OF POLICY

This policy will be referred to/linked to in staff and student handbooks, and posted on the Conservatoire's intranet, virtual learning environment (Moodle) and public website.

The Conservatoire will provide an Equality, Diversity and Inclusion Policy Statement in all relevant publications and is committed to using non-discriminatory language in internal and external documents and official correspondence. The Conservatoire will provide documents in accessible formats as required.

Other mechanisms for enacting the policy will include the Conservatoire's committee structure, targeted training and awareness-raising sessions, induction, and the staff performance management system.

The induction of teaching staff and students will include specific reference to the Policy and the responsibility of staff to reflect its principles in their own teaching practice and studies.

10. BREACH OF THE POLICY

Trinity Laban will take seriously any instances of infringement of the Equality, Diversity and Inclusion Policy by students, staff, visitors or users/participants. Any instances of infringement will be investigated and where appropriate will be considered under the relevant complaints/grievance and disciplinary policy for staff or students. In the case of any breach of the policy by users/participants, Trinity Laban will take action appropriate to the gravity of the incident.

11. MONITORING AND REVIEW

Trinity Laban's Equality, Diversity and Inclusion Board will monitor performance against Trinity Laban's published Equality Objectives and targets and regularly report on this to the Board of Governors.

Trinity Laban will assess the impact of its policies on staff and students to ensure meaningful progress is being made in tackling discrimination and promoting equality, diversity and inclusion.

The Conservatoire has a statutory duty to collect statistical data on an annual basis, and to monitor recruitment and progression of staff and students by a range of protected

characteristics. It will periodically evaluate the impact of activities to identify any gaps where further information or analysis of indicators of effective practice is required. The Conservatoire will seek to identify and address any barriers to progress and equitable participation of students and staff through methods appropriate to the size and scale of each activity.

Targets in respect of equality, diversity, and inclusion are contained within the Conservatoire's Strategy documents. It is the responsibility of the Executive team to take an overview of targets across strategies and policies. Regular reports are presented to Senior Management and the Board of Governors.

The Equality, Diversity and Inclusion Policy will be subject to review by the Equality, Diversity and Inclusion Board every 2 years.

12. LAW RELATING TO THIS DOCUMENT

- Employment Rights Act 2025
- Equality Act 2010
- Equality Act 2010 (Disability) Regulations 2010 (SI 2010/2128)
- Higher Education and Research Act 2017 as amended by the Higher Education (Freedom of Speech) Act 2023
- Public Sector Equality Duty
- Protection from Harassment Act 1997
- General Data Protection Regulations 2018

Author	• Equality, Diversity, and Inclusion Board (EDIB) • EDIB Strategy Working Group
Committee(s) responsible for approval	• Equality, Diversity, and Inclusion Board • Board of Governors
Is this policy required for compliance with external regulation or legislation?	Yes
Date Last Approved (Reviewed)	September 2026
Summary of changes introduced at last review	• Renaming of Policy • Updating of language throughout • Inclusion of reference to upholding academic freedom and Freedom of Speech • Updating of sections: Vision, Policy Statement, Scope of Policy, Policy Commitments,

	Responsibilities (now Accountabilities), Associated Policies and Plans, Communication of Policy, Breach of the Policy, Monitoring and Review, Law Relating to this Document • Removal of section: Equality, Diversity and Access Code of Practice: Staff • Removal of section: Equality and Diversity Code of Practice: Students
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