

TRINITY LABAN

Equality Objectives 2026-2030

Trinity Laban is firmly committed to the principles of social justice, recognises that discrimination affects people adversely, and is dedicated to challenging all forms of inequality within our institution.

We have agreed a set of seven Equality Objectives which cover the period of 2026–2030. Each objective has a corresponding action plan and a set of metrics which will let us measure our success. We have also imagined our desired outcome for when we meet each objective.

The Equality Objectives and Desired Outcomes

Objective One: To embed an inclusive culture that supports, celebrates and champions equality and diversity so that all groups can participate fully and thrive in our community

Desired Outcome: All students, staff, and other community members understand the Institution's values and aims in relation to equality, diversity, and inclusion and how they apply to our environment. The Institution works to support and promote the interests and successes of all students and staff.

Objective Two: To improve the institution's understanding of differences, challenges and barriers, and reduce the gaps we have identified in attainment and progression in Global Majority, Male and Disabled students through targeted, evidence-informed action.

Desired Outcome: The Institution has successfully removed barriers and addressed challenges so that students, regardless of background, characteristic or experience, are successful in their field.

Objective Three: To meaningfully increase the number of UK students and staff from Black, East Asian and South Asian heritage during the period leading to the next Equality Objectives review.

Desired Outcome: Meaningfully improve (+10%) representation in staff and student bodies across the institution.

Objective Four: To address the challenges faced by trans and non-binary students and staff and to address challenges or barriers to engagement

Desired Outcome: The Institution has an evidence base of lived experiences of trans and non-binary students and staff, and an understanding of what is effective practice. It has implemented actions to address challenges or barriers with a clear narrative of progress delivered prior to the next Equality Objective review

Objective Five: To examine and – drawing on recognised practice - address variation in gender representation for both students and staff across institutional disciplines and employment grades.

Desired Outcome: A diverse institution with appropriate gender representation (and consideration of male, female, trans, and non-binary identities) across our conservatoire's landscape. This will include improving key data points such as the gender pay gap.

Objective Six: To develop an institutional understanding of - and subsequently address - the issues of differential student access and participation associated with lower socio-economic status.

Desired Outcome: Student access and participation is made practically possible for all through the narrowing of identified gaps associated with lower socio-economic status as reflected by household income, educational background, and/or financial challenge.

Objective Seven: To examine and reduce the challenges faced by care leavers - and the care experienced - in order to improve their experience while studying.

Desired Outcome: Care leavers feel confident and supported to access learning and succeed at Trinity Laban, as reflected by their continuation and attainment.