

# Race Equality Policy

## Introduction:

Here at Bird College our **Vision** is **when performance counts**, our **Mission** is to be an outstanding and innovative international provider of education and professional training in Dance, Music and Musical Theatre and our **Values and Guiding Principles** (for staff and students) are to:

- aspire for excellence
- value and celebrate individuality and diversity
- maintain a culture that embraces inclusion
- nurture and develop artistic talent
- encourage versatility
- develop resilience and employability in our students
- be respectful and courteous
- listen and communicate

Bird College is committed to maintaining and enhancing a culture in which diversity and equality of opportunity are actively promoted and in which unlawful discrimination is not tolerated. The College will continue to develop, improve and maintain an environment that values the diversity of its students and staff.

The College's Equality and Diversity Policy encompasses its Race Equality Policy, which is itself supported by relevant action plans developed to address and implement the policy in relation to staff and student issues.

Bird College believes in the principle of social justice, recognises that discrimination affects people in complex ways and is committed to challenging all forms of inequality. To this end, the College's aim is to ensure that equality principles are embedded in all strategic, College, Faculty and Departmental plans so that it can continue to be able to attract and retain high quality staff and students. The College's stance will aid its relations with other bodies and enhance its reputation for delivering high quality teaching which meets the needs of all its students.

The College recognises that successful implementation of its Race Equality Policy is dependent on wide consultation with all the relevant bodies and individuals, of which its community is made up. This includes: Trustees and Directors, staff, students, external specialists and consultants, senior management, relevant College committees and external bodies with which the College has partnerships.

## Race Discrimination:

The Equality Act (2010) states that individuals must not be discriminated against because of their race.

According to the Equality Act, race can mean one's colour, or their nationality (including their citizenship). It can also mean their ethnic or national origins, which may not be the same as their current nationality. For example, someone may have Chinese national origins and be living in Britain with a British passport.

Race also covers ethnic and racial groups. This means a group of people who all share the same protected characteristic of ethnicity or race. A racial group can be made up of two or more distinct racial groups, for example Black Britons, British Asians, British Sikhs, British Jews, Romany Gypsies and Irish Travellers.

Race discrimination is when someone is treated differently because of their race in one of the situations covered by the Equality Act (2010). The treatment could be a one-off action or as a result of a rule or policy based on race. It doesn't have to be intentional to be unlawful. There are four main types of race discrimination<sup>1</sup>:

**Direct discrimination:**

This happens when someone is treated worse than another person in a similar situation because of their race.

**Indirect discrimination:**

This happens when an organisation has a particular policy or way of working that puts people of a racial group at a disadvantage.

**Harassment:**

Harassment occurs when someone is made to feel humiliated, offended or degraded.

**Victimisation:**

This is when someone is treated badly because they have made a complaint of race related discrimination under the Equality Act (2010). It can also occur if someone is supporting someone who has made a complaint of race related discrimination.

The Equality Act (2010) places an obligatory General Duty on all higher and further education institutions to both tackle discrimination, and to promote race equality and the understanding of it.

## **Race Equality at Bird College:**

Bird College recognises that its Race Equality Policy is relevant to all individuals who comprise its community and that it will continue to impact its core activities ranging from strategic planning, policies, partnerships, processes, Staff and Student recruitment and day-to-day operations.

The College's Race Equality Policy is designed to ensure that the strategic aims of the College are carried out in an environment that ensures equality of opportunity, promotes good relations between people of different racial groups and eliminates unlawful discrimination.

Bird College is aware of the diverse heritage of its students and staff and acknowledges that the communities it serves are local, national, and international. A significant number of the College's student population indicate they are of the Global Majority.

Bird College's Race Equality Policy, encompassed by its Equality and Diversity Policy, sets out its firm commitment to the General and Specific Duties of the Equality Act (2010) in the management of the College. Bird College recognises that this entails a commitment to review its current core activities to ensure its adherence to, and promotion of, race equality, so that:

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<sup>1</sup> According to the [Equality and Human Rights Commission](#) for England (Accessed 27.08.20)

- The College continues to enable and encourage all staff and students of all ethnic groups to achieve the highest standards in study or work of which they are capable. (The principles of the policy will also apply to the student and staff recruitment and admissions processes).
- The College continues to take appropriate action if it identifies that any individuals or specific groups of students or staff are not achieving their full potential.
- Race equality continues to be promoted and relevant policies and procedures take account of existing differences or potential differences between groups of staff and students from different racial groups with a view to provide a safe and prosperous working and learning environment.
- Procedures are in place to deal with any breach of the Race Equality Policy.
- Policies to combat racial harassment are implemented.

The College recognises the following key areas to which the Race Equality Policy will apply:

- Governance and management
- Strategic planning
- Publicity
- Student admission, access and participation
- Student assessment, progression and achievement
- Curriculum, teaching, learning methods and quality management
- Student support, guidance and services
- Alumni, careers and student employment service, including those provided by Bird Agency
- Student complaints procedure, appeals, and discipline
- Staff recruitment, selection, career development, remuneration, training, discipline,
- Grievance and dismissal
- Partnerships and community links

This list is not exhaustive and subject to periodic review. As such it is acknowledged that other areas may be added.

### **Responsibility:**

Every individual member of the College's community, whether Trustee, Director, student, staff, visitor is required to adhere to the College's Race Equality Policy and will be expected to apply its principles in day-to-day work and activities.

So as to assist individuals to comply with the Race Equality Policy, every Senior and Line Manager has a responsibility to ensure that a culture is maintained and enhanced that allows equality to be an integral part of everyday work and to ensure it is embedded in all activities within their respective Faculty or Department. To this end, managers should aim to encourage, support and enable all staff and all students to reach their full potential. In addition, managers have a responsibility to identify appropriate staff development for themselves and their staff to meet the needs of their respective areas.

Each individual member of staff and each student also has a responsibility to support the aims of this policy.

### **Monitoring:**

To enable the College to implement and effectively develop its Race Equality Policy monitoring is required.

Information gathered from the monitoring process will be used as a basis for the development and planning of future strategies to enable Bird College to continue to improve its performance in promoting race equality effectively. Appropriate mechanisms for analysis and interpretation of data will be required to identify any significant issues. The following areas will be monitored by racial group (as recorded on student and staff application and registration forms):

**(i) Students**

- All stages of the admissions process from application to outcome for each College programme
- Key stages of students’ progression through the College's programmes

**(ii) Staff**

- All activities relating to the staff recruitment and selection process including monitoring all applicants for appointment
- All activities relating to the career development and promotion of staff, including appraisal, Staff Development activities and applications for promotion and review panels

Monitoring and analysis of this data by racial group will enable the College to:

- Highlight any significant differences that exist and consider why these have occurred
- Compare the data for significance with internal, comparable (for example, with Alliance of Musical Theatre Conservatoires [AMTC] members) and national benchmarks
- Take appropriate action to address any significant issues that arise from the monitoring process.

**(iii) Outreach**

- Monitor the impact and the effectiveness of outreach activities

**Breach of the policy:**

Any instance of breach of the Race Equality Policy which comes to the College’s attention will be investigated and where appropriate will be considered under the respective disciplinary codes for staff and students. Regarding any breach of the policy by visitors, the College will take appropriate action in relation to the nature of the incident. The person who is the subject of any unlawful discrimination will be supported and, as far as practical, placed in the position they should have been had the discrimination not occurred.

This Policy will be regularly reviewed and updated.

**Document Control:**

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