



## **Equality, Diversity, and Inclusion Policy**

### **1. Introduction**

London Studio Centre (LSC) is committed to creating a positive culture, based on tolerance and inclusion, for all its staff, students and visitors and to promoting the principles of equality, diversity and inclusion across all areas of the Centre.

This policy seeks to eradicate unjustified discrimination on irrelevant grounds and promote human rights and social justice, aiming to ensure that individuals within the LSC community can reach their full potential through the freedom to be themselves, be authentic and to not seek to conceal elements of their identity to avoid unfair treatment. These aims will be achieved by maintaining a policy which promotes equality, diversity and inclusion in the selection, training, review, and promotion of staff and in the selection, education, and assessment of students. Visitors to, and partners of the Centre will be welcomed and treated fairly.

### **2. Policy Statement**

LSC is committed to respecting and valuing the rich diversity of its students, staff and alumni, understanding that this inclusive, supportive and nurturing environment results in a motivated, productive and creative community for all. LSC commits to the equality of opportunity regardless of age, disability, gender identity, marriage or civil partnership, pregnancy or maternity, race, religion or belief, sex, sexual orientation, socio-economic background, or trade union membership, whilst monitoring and encouraging equal opportunities throughout the organisation. LSC seeks an understanding and appreciation of the different cultures represented among its students and staff and the expression of equality, diversity and inclusion in the performing arts industry.

### **3. Scope**

This policy is applicable to all aspects of academic life and employment at LSC and includes all applicants, students, employed staff, freelance workers and visitors. LSC seeks to ensure that the policy is embedded within its day-to-day practices, policies and procedures, upholding the principles of non-discrimination and equality.

### **4. Legal Requirements**

LSC supports and complies with the principles of the [Equality Act 2010](#) and is committed to the positive promotion of equality, diversity and inclusion amongst all members of the LSC community.

### **5. Implementation**

LSC will apply this policy to all areas of employment including:

- Recruitment and selection of staff
- Promotion opportunities
- Evaluation of jobs and grading
- Training and development opportunities
- Discipline and grievance procedures
- Redundancy procedures

- Dismissal

LSC will apply this policy to its relationship with students including:

- Access and admission to courses
- Assessment
- Audition processes
- Delivery of Student Support Services
- Personal Tutors

Where staff or students have requirements or requests related to Diversity and Inclusion including reasonable adjustments in relation to disability, LSC has a legal obligation to make reasonable changes to the workplace, working patterns or learning environments to ensure that disabled staff can fulfil their employment duties, and students can engage with their studies.

## 6. Responsibilities

Management staff are responsible for ensuring that the policy is communicated effectively and is being implemented at all required times. All staff are expected to understand and abide by this policy. LSC will take allegations of discrimination, prejudice, hate crime or any other relevant complaints seriously and will investigate complaints thoroughly, which may result in disciplinary action.

## 7. Review

This policy is reviewed annually at the Senior Management Group and aligned with legislative changes.

## 8. Related Policies, Procedures and Guidelines

Anti-Bullying & Anti-Harassment Policy

Code of Conduct

Complaints and Appeals Procedure

Disability Policy

Disciplinary Procedure

Freedom of Speech Policy

Personal Relationships Policy

Quality Assurance and Enhancement Manual

Safeguarding Policy & Procedures

Sexual Misconduct Policy & Procedures

Social Media Policy

Student Welfare Policy

<b>Effective Date:</b> 12/01/2023	<b>Approved by:</b> Senior Management Group (SMG)
<b>Last Reviewed:</b> N/A	<b>Review Due:</b> 12/01/2025