



## **Equality Action Plan 2017-21**

1. The Conservatoire for Dance and Drama is committed to Equality and Diversity and both are central to our ethos. This Equality Action Plan draws together work on Equality and Diversity that is embedded across the institution such as within the Widening Access and Success and Human Resources Strategies. We see Equality and Diversity not as an additional requirement to meet but integral to the work and strategic thinking of the Conservatoire.
2. Under the Public Sector Equality Duty we are required to publish:

one or more specific and measurable objective(s) that it thinks it should achieve to meet any of the three aims of the equality duty. The objective(s) must be published no later than the 6 April 2012 and subsequently at intervals of no greater than four years. <sup>1</sup>
3. This duty is a shared responsibility between CDD as the HEI/ public body, CDD level committees and each of the schools. We are also required to publish:

Information to demonstrate its compliance with the equality duty. Subsequently, information must be published at intervals no greater than one year from the last publication. The information must include information relating to people who share a relevant protected characteristic who are employees (if the HEI has 150 employees or more) and other people affected by policies and practices. This will include students.<sup>2</sup>
4. This draft plan has been informed by the Review of Progress and Achievements in Equality and Diversity in 2014 which incorporated the summary of progress made in the 2012-15 action plan. It has also taken into consideration the conversations from the Feb 2016 meeting of the Equality and Diversity Committee, actions from the 2016-20 Widening Access and Success Strategy and from the Draft 2017-20 HR Strategy.
5. This Action plan is a high level four year plan. Its implementation will be through an annual task list, developed by the 'Lead Staff/ Teams' and Portfolio Principal and monitored by Equality and Diversity Committee. There will be an annual progress report to the Board of Governors from the Portfolio Principal. It should be noted that our duty under the act is to publish an updated every 4 years and to annually publish annual equalities information on the composition of the staff and student body.

**Approved by Conservatoire for Dance and Drama Board of Governors 22 March 2017**

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<sup>1</sup> <http://www.ecu.ac.uk/wp-content/uploads/external/psed-specific-duties-for-england-sept11.pdf>

<sup>2</sup> <http://www.ecu.ac.uk/wp-content/uploads/external/psed-specific-duties-for-england-sept11.pdf>

**CONSERVATOIRE FOR DANCE AND DRAMA**

**DRAFT EQUALITY ACTION PLAN FOR 2017-21**

**Governance and Management**

<b>Action</b>	<b>Responsible</b>	<b>Other Lead Staff / Teams</b>	<b>Timing</b>
1. CDD Board of governors to set annual actions relating to equality and diversity including actions relating to the composition and business of the CDD board of governors.	Chair of CDD Governors	Members of BoG	Ongoing
2. Ensure that equality and diversity is integral to the work of CDD and central to strategic thinking of the schools and CDD	Chair of CDD Governors, Principals		Related to individual data targets
3. As part of the emerging CDD Information Strategy, identify and implement improvements to the ownership, collection, monitoring and reporting of data necessary to effectively deliver this Action Plan.	Principals, COO&R (for shared services)	E&D portfolio principal (for E&D comm. and CLB)	Ongoing
4. Embed our commitment to Equality and Diversity and meeting the equality duty into our processes for developing, evaluating and reviewing the impact of our policies and our educational provision	Principals, COO&R (for shared services)	E&D Committee, Shared Services Staff	Ongoing
5. To seek and respond to feedback from staff and students in order to understand where there might be unintentional prejudice or disadvantage	Principals	E&D Committee, Principals, HR Manager, WP&A Co-ord.	ongoing

**Staff**

<b>Action</b>	<b>Responsible</b>	<b>Lead Staff / Teams</b>	<b>Timing</b>
6. Continue to monitor equalities information for staff during the application process and employment (i.e. recruitment, promotion, development, resignation, retirement etc.)	Principals, COO&R	HR Manager, School HR Managers	Ongoing
7. Supported by shared services, share training and development activities on equalities issues cross-CDD. In particular, to provide training for staff on	CLB	HR Manager, School HR Managers,	Ongoing

how to support students from diverse backgrounds. (HR Strategy)		E&D Committee	
8. Provide guidance to schools on updating staff handbooks to provide information on policies and best practice in supporting staff with protected characteristics in accordance with equality legislation (HR Strategy)	HR Manager	School HR Managers, E&D Committee	Ongoing
9. Widening Participation initiatives are resulting in an increasingly diverse student body. If those students are to succeed in their studies, staff need to be trained in how to provide the best means of support. (HR Strategy objective 3.4)	Principals	HR Manager, School HR Managers, E&D Committee	Ongoing
10. Explore positive means to increase the proportion of staff with protected characteristics (inc. BAME, Gender, Disability) and cross-school action to increase the diversity of the staff body.	Principals	HR Manager, School HR Managers, E&D Committee	Ongoing

### Students

Action	Responsible	Staff Responsible	Timing
11. To develop a better understanding of the employment trajectories of students from under-represented backgrounds and where appropriate consider any actions needed. (WASS Objective 9.2)	Senior student manager	WP &A co-ord., WAS Group	Ongoing
12. Continue to develop local policy and practice relating to disability including mental health and wellbeing to empower the learners and ensure that curricula are as accessible as possible.	Principals		Ongoing
13. Continue to share policy and practice relating to disability across schools and to ensure that CDD meets its obligations as an HEI.	CDD Board of Governors, Principals	E&D Portfolio Principal, E&D Committee	Ongoing
14. To develop the support for applicants from target groups to ensure that they are supported through the process onto a successful outcome. (WASS Objective 5.1)	Principals	WAS Group, WP&A Co-ord.	Ongoing
15. Develop better understanding of how students from under-represented backgrounds compare to their peers through monitoring of data on entry,	Academic Board	WAS Group, WP&A Co-ord., Academic Registrar	Ongoing

attainment and retention and take appropriate actions where needed. (WASS Objective 8.1)			
16. To continue to monitor data relating to applicants and their success within the audition process and to consider this collectively across the Conservatoire. (WASS Objective 6.1)	Academic Board	WP&A Co-ord., Academic Board, WAS group	Ongoing
18. Review guidance relating to bullying, harassment and discrimination.	Principals	Quality Manager, Academic Board	Ongoing
19. Review and update literature provided by Shared Services relating to support of students with protected characteristics.	COO&R	Shared services, E&D committee	Ongoing
22. Develop our understanding of the relationship between the protected characteristics of students (e.g. Ethnicity, Gender etc.) and their success, progression and outcomes.			Ongoing

Actions 7, 8 and 9 are shared with the HR Strategy this will be monitored by the HR Manager, Shared Services and updates will be provided to the E&D committee as appropriate.

Actions 11, 14, 15 and 16 are shared with the Widening Access and Success Strategy this will be monitored by the Widening Participation and Access Co-ordinator, Shared Services and updates will be provided to the E&D committee as appropriate.