



CONSERVATOIRE FOR DANCE AND DRAMA

Equality Objectives 2019-2020

Summary

This is an amended version of a report submitted to the Conservatoire's Widening Access and Diversity Committee at its meeting in February 2019 meeting.

Equality Objectives

The table below outlines objectives for the academic year 2019-20;

TABLE 1: Equality Objectives 2019-20

Level	Objective	Equality Duty	Strategic Links	Persons responsible	Deadline
Governance	Ensure that the demographics of the current governing body are mapped in order to identify underrepresentation.	Advance equality of opportunity		Conservatoire Secretary	April 2020
Staff	To develop common policies to encourage the proportion of staff from underrepresented groups and monitor equalities information.	Eliminate discrimination Advance equality of opportunity	Action 6 and 10 in Equality Action Plan. HR Strategy 2017-19	Academic Registrar	July 2020- Permanent Staff October 2020- Sessional Staff
	Deliver unconscious bias training.	Eliminate discrimination Foster good relations between people	HR Strategy 2017-19 Action 9 in Equality and Diversity Action Plan	Conservatoire CEO Widening Participation and Equality Coordinator	Spring 2020
Students	For young, full-time undergraduate students, halve the current gap between POLAR4 Quintiles 1&2 (aggregate), and POLAR4 Quintile 5 by 10.2% by 2025 (from baseline of 20.4% in 2017-18).	Advance equality of opportunity	APP 2019-20 APP 2020-21 to 2024-25 Widening Access and Success Strategy 2016-2020 Action 14 and 15 in Equality and Diversity Action Plan	Widening Access and Diversity Committee Widening Participation and Equality Coordinator	Handbook to be in place by early 2020. First in year termly reports from School to be presented

					in June 2020
	For undergraduate students, halve the gap between IMD Quintiles 1&2 (aggregate), and IMD Quintile 5, by 2.8% by 2025 (from baseline of 5.6% in 2017-18).	Advance equality of opportunity	APP 2019-20 APP 2020-21 to 2024-25 Widening Access and Success Strategy 2016-2020 Overall Strategy-diverse students Action 14 and 15 in Equality and Diversity Action Plan	As above	As above
	From a 2017-18 baseline of 17%, increase the proportion of BAME students by 8%, to 25% by 2024-25.	Advance equality of opportunity Eliminate discrimination	APP 2019-20 APP 2020-21 to 2024-25 Widening Access and Success Strategy 2016-2020 Overall Strategy-diverse students Action 14 and 15 in Equality and Diversity Action Plan	As above	As above
	Explore developments of pedagogy and practice in this field, including what can be undertaken to overcome barriers for students with physical impairments.	Advance equality of opportunity Eliminate discrimination Advance good relations between different peoples	APP 2020-21 to 2024-25 Widening Access and Success Strategy 2016-2020 Actions 12-15 in Equality and Diversity Action Plan	Widening Access and Diversity Committee	Close of academic year 2020

	Explore what training and support would be most beneficial to deliver to students	Eliminate discrimination Advance good relations between different peoples	Support Through Studies Policy Inclusive Admissions Policy	Widening Participation and Equality Coordinator Student Advisory Committee	February 2020
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