

Common Approach to Tackling Racial Inequality at CDD

Introduction

The Conservatoire for Dance and Drama (CDD) is committed to tackling racial inequality within its institution. With CDD now winding down, it was agreed that all CDD Schools should commit to a set of principles, broad objectives, overarching actions to meet by November 2022. From this it is recommended that schools implement these actions in the way most suited to their contexts.

The below table outlines the broad principles, as related to the Equality Act 2010, that all CDD Schools should be working within; specific objectives as related to race equality at our institution; a summary of actions to date; proposed additional actions and deadlines. In order to monitor progress, this table will be updated on a semi-regular basis until November 2022.

Theme	Objective	Work so far	Further actions	Deadline
Governance and accountability	Race Equality remains a priority at all levels of the institution.	<p><u>CDD Centrally</u></p> <ul style="list-style-type: none"> • Audit of Governor personal characteristics data. <p><u>BOVTS</u></p> <ul style="list-style-type: none"> • Appointed a graduate of colour of to the Council of Trustees. <p><u>LCDS</u></p> <ul style="list-style-type: none"> • Equality, Diversity, and Inclusion Committee has agreed a 10-point action plan. • Two Board members nominated to lead and co-chair on Equality, Diversity, and Inclusion Committee. • Equality, Diversity, and Inclusion a standing item on the Board and Academic Broad agendas. • Submission (by The Place) of an Equality and Diversity Action Plan to ACE with business plan every 3-5 years. <p><u>NCCA</u></p> <ul style="list-style-type: none"> • Action set by Equality, Diversity, and Inclusion Committee to align school mission and strategy with Equality, Diversity, and Inclusion agenda. • Equality, Diversity, and Inclusion Committee is co-chaired by the Chair of the Board of trustees and has an additional trustee as a member, and minutes and a verbal report now form part of every full Board meeting. • Committee is creating action plan. 	All CDD schools to ensure matters EDI and Race Equality are reported to Boards and Academic Boards.	November 2022

Governance and accountability	Race Equality remains a priority at all levels of the institution.	<ul style="list-style-type: none"> Submission of an Equality and Diversity Action Plan to ACE with business plan every 3-5 years. <p>NSCD</p> <ul style="list-style-type: none"> Equality, Diversity, and Inclusion Committee to monitor and update Equality, Diversity, and Inclusion Action Plan at each meeting. Equality, Diversity, and Inclusion Committee to report progress against actions to School's Academic Board and Board of Governors. <p>Rambert</p> <ul style="list-style-type: none"> Developed a five-point action plan to initially identify areas for change. This is continuing to be extended into tangible actions by the steering committee. 		
			Race Equality to be a standing item on WADC agenda	Starting June 2021
			Each school to come prepared to update WADC on race equality in their schools, including the progress of this action plan	Starting June 2021
Communication and transparency	Students and staff are partners in delivering and driving forward antiracism work.	<p>BOVTS</p> <ul style="list-style-type: none"> Students sit on the Equality, Diversity, and Inclusion Committee (where the current focus of work is race). Establishment of an action group for communication and transparency with student and staff membership. <p>CSB</p> <ul style="list-style-type: none"> Established a student-staff Equality, Diversity, and Inclusion committee. <p>LCDS</p> <ul style="list-style-type: none"> Students and staff of all levels sit on Equality, Diversity and Inclusion Committee. Equality and Diversity standing item on all LCDS Committees as well as the Senior Management Team. Students have access to Student support risk register and can feed into documents. 	Each school to develop student-staff forums to discuss race and antiracism	From January 2022

Communication and transparency	Students and staff are partners in delivering and driving forward antiracism work.	<p><u>NCCA</u></p> <ul style="list-style-type: none"> • Contributing to Arts Council: Creative Case for Diversity Report. • Equality, Diversity, and Inclusion Committee consisting of staff from all levels (trustee to office staff) and students. • Reviewing marketing strategy and brand image across all media in line with Equality, Diversity, and Inclusion objectives. • Equality, Diversity & inclusion Committee minutes are available for all staff to view on a shared system and as the action plan is developed there will be opportunities for a wider staff team to join working groups around particular actions. • New website will have an area dedicated to highlighting our work in this area. <p><u>NSCD</u></p> <ul style="list-style-type: none"> • Frequent student and staff meetings focused on curriculum. • Delivering facilitated discussions with staff. • All committee terms of references include students with protected characteristics. <p><u>Rambert</u></p> <ul style="list-style-type: none"> • Initially, whole school meetings with breakout groups focused on race equality and equality, diversity, and inclusion more broadly. • Whole school meetings have developed into the Anti-Racism and Racial Justice Steering Committee consisting of students, staff, alumni, and trustee voices and industry professionals have been reached out to. • Anti-racism and racial justice issues on the top of every meeting agenda, including all staff-student meetings. 		
	Clear policies and procedure for addressing issues to related to racial discrimination, racial justice and anti-racism.	<p><u>BOVTS</u></p> <ul style="list-style-type: none"> • CDD Inclusivity Protocol for Tackling Racial Inequality implemented. 	Each school follows clear protocols, which are communicated to students, for handling racial discrimination	

Communication and transparency	Staff hiring practices are transparent and inclusive	<p><u>BOVTS</u></p> <ul style="list-style-type: none"> • Students of colour sit on interview panels. • Marketing department exploring inclusive hiring practices. • Updated Equal Opportunities Statement shared. <p><u>LCDS</u></p> <ul style="list-style-type: none"> • Audit of recruitment packs and recruitment marketing practices. • Commitment to offer interviews to candidates from ethnically diverse backgrounds if they meet essential criteria. • Commitment to inclusive interview panels including inviting students on to the panel and seeking external expertise. • Audit of call outs and programming. <p><u>NCCA</u></p> <ul style="list-style-type: none"> • Audit of staff recruitment practices underway. <p><u>NSCD</u></p> <ul style="list-style-type: none"> • Audit of language and image used in recruitment materials. <p><u>Rambert</u></p> <ul style="list-style-type: none"> • An audit of recruitment and hiring processes continues to be undertaken. • Active recruitment of diverse practitioners for weekly Fresh Friday sessions and commissioned choreography. 	Schools undertake an audit of staff recruitment and hiring practices.	
	Student recruitment practices are transparent and inclusive.	<p><u>BOVTS</u></p> <ul style="list-style-type: none"> • Exploring new audition locations to encourage diverse candidates. • Review marketing materials to encourage ethnically diverse students and those with accents to pursue arts training. <p><u>NCCA</u></p> <ul style="list-style-type: none"> • Audit of student recruitment practices underway. <p><u>NSCD</u></p> <ul style="list-style-type: none"> • Audit of language and image used in recruitment materials. 	Schools undertake an audit of student recruitment practices	
Education	Students are continually educated in racial justice.	<p><u>BOVTS</u></p> <ul style="list-style-type: none"> • Student training in responding to racist incidents to be organised. <p><u>CSB</u></p> <ul style="list-style-type: none"> • Unconscious bias training being rolled out for students. 	Each school to commit to delivering anti-racism/race equity training to all its students	End of academic year 2020-21

Education	Students are continually educated in racial justice.	<p><u>LCDS</u></p> <ul style="list-style-type: none"> Unconscious biases/ antiracism training delivered to all students by Equaliteach. <p><u>NCCA</u></p> <ul style="list-style-type: none"> Plans for all students to receive Equaliteach equality diversity and inclusion training by close of summer term 2021. <p><u>NSCD</u></p> <ul style="list-style-type: none"> All students will receive anti-racism and allyship workshop from Equaliteach. <p><u>Rambert</u></p> <ul style="list-style-type: none"> Students had an introductory 'Initiating Change' session with B.A.i.D. A shared bank of resources are located on Teams and regularly added to by the whole school community. 		
		<p><u>NSCD</u></p> <ul style="list-style-type: none"> Exploring how antiracism and allyship workshop can be built into induction activities <p><u>Rambert</u></p> <ul style="list-style-type: none"> Critical Studies academic curriculum has been reviewed to reflect the anti-racism action plan. First year UG curriculum has been overhauled to include content on culture, race, gender, and disability in relation to identity and dance practice. The Second year UG dance history curriculum has been tweaked to increase the inclusion and amplification of black dance voices and influential people/styles from across different heritage backgrounds to counter the white dominance of practitioners. 	Each school to integrate antiracism training into welcome and induction activities for new and returning students	From September 2021
	Staff are continually educated in racial justice.	<p><u>BOVTS</u></p> <ul style="list-style-type: none"> Staff received two training sessions (Equaliteach and Paul Bazeley) in Summer 2021. <p><u>CSB</u></p> <ul style="list-style-type: none"> Staff have received unconscious bias training. <p><u>LCDS</u></p> <ul style="list-style-type: none"> Unconscious bias training, delivered by Creative Access complete for permanent staff with an eye to roll out to hourly paid. CPD training for teaching staff focused on decolonising the curriculum incorporating feedback from sessional staff. Specific antiracism training planned as next phase. 	Each school to commit to delivering anti-racism/race equity training to all its staff	End of academic year 2020-21

Education		<p><u>NCCA</u></p> <ul style="list-style-type: none"> • All staff (including trustees) have received EDI training from Equaliteach. • Unconscious Bias training is compulsory for any staff involved in recruitment. • Online Equality & Diversity training is a compulsory element of new staff induction. • Member of Senior Management has recently attended Anti-Racism conference and will be sharing learning with staff team and trustees <p><u>Rambert</u></p> <ul style="list-style-type: none"> • Staff had an introductory ‘Initiating Change’ session with B.A.i.D. • A shared bank of resources are located on Teams and regularly added to by the whole school community. • All staff received Unconscious Bias training from Equaliteach. 		
			Each school to establish antiracism training for all new staff members	From January 2022
		<p><u>BOVTS</u></p> <ul style="list-style-type: none"> • Plans to establish annual training in motion 	Each school to commit to delivering antiracism training refreshers to all staff each year	From September 2022
	Expertise to sought where there is limited internal knowledge.	<p><u>BOVTS</u></p> <ul style="list-style-type: none"> • Working closely with Diversity Schools Initiative <p><u>Rambert</u></p> <ul style="list-style-type: none"> • Partnership established with B.A.i.D (Black Artists in Dance) to support the school community’s continued learning and understanding of racial justice, inclusive environments and allyship. • CDD funded research project on racial literacy is ongoing with the aim to reflect on the impact of anti-racism focused interventions within the school community and establish a forward plan of action. 	Schools to share lists of organisations they have successfully and fruitfully engaged with	November 2022

		<p><u>BOVTS</u></p> <ul style="list-style-type: none"> • Working towards ensuing inclusive accent training, hair, make-up and lighting. • Diversifying curriculum and student resources. • Well-being officer dedicated to wellbeing of people of colour hired. • Acting tutor who is a person of colour has been hired. <p><u>CSB</u></p> <ul style="list-style-type: none"> • Acknowledgement of paucity of data as related to drop in adult provisions. <p><u>LCDS</u></p> <ul style="list-style-type: none"> • Student workshops on the curriculum held. • Student led group being established which will feed into equality, diversity and inclusion committee. <p><u>NCCA</u></p> <ul style="list-style-type: none"> • Equality, Diversity, and Inclusion Committee has set action to decolonise the curriculum. <p><u>NSCD</u></p> <ul style="list-style-type: none"> • Establishment of a student union and a toolkit to give students agency. • Working closely to support and work with the People of Global Majority Student Society to discuss, develop and implement actions contributing to the school's culture of inclusivity • Working to decolonise youth provision. <p><u>Rambert</u></p> <ul style="list-style-type: none"> • Audit of student support and counselling; • Exploring decolonisation in theory and studio work. • Learning and Teaching committee actively discussing ways in which active anti-racist work can be practically implemented within the studio and embedded in the delivery of dance technique and choreography modules. 	<p>Schools have developed an action planning and review process that allows progress in racial equality to be consistently monitored.</p>	<p>November 2022</p>
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