



## **Identity School of Acting Equality, Diversity and Inclusion Policy**

Identity School of Acting (IDSA) is committed to encouraging equality, diversity and inclusion within the school for all students. IDSA's continued mission to 'break glass ceilings' within the theatre and screen industry globally is centered on equality, diversity and inclusivity in its student body, faculty and staff. Our ongoing representation of all sections of society ensures students, faculty and staff feel respected and train/work in an accepting environment.

IDSA understands that one of the biggest barriers in the theatre and screen industry is the perception that acting institutions are exclusive rather than inclusive. IDSA will continue to foster an environment that promotes, celebrates and recognises equality, diversity and inclusion.

IDSA understands that definitions of equality, diversity and inclusion is ever changing and include, but not limited to, age, disability, gender identification, gender reassignment, marriage and civil partnership, pregnancy and maternity, race (including colour, nationality and ethnic or national origin), religion or belief, sex and sexual orientation. IDSA will continue to monitor these definitions and update them as and when needed. Through this IDSA will provide an open and inclusive training platform for all and produce actors who are informed and equipped for not only the industry but for everyday life.

Identity School of Acting is committed to:

- Complying with legal obligations in a transparent manner;
- Assessing the impact of policies and practices to identify, remove or mitigate any disadvantage to underrepresented groups;
- Taking measures to eliminate discrimination;
- Taking action to redress any gender, racial or other imbalance including monitoring the recruitment and progress of all students and staff, collecting and collating equalities information and data and publishing this as required, and acting on any inequality revealed by the data;
- Fostering good relations between persons who share a protected characteristic and persons who do not;
- Promoting awareness and understanding of EDI matters among staff and students through policies, guidance and campaigns;
- Engaging students in respect of changes which may affect their study;

- Ensuring that existing students and applicants to IDSA are treated fairly and judged solely on merit and by reference to their skills and abilities;
- Raising awareness of our policies and commitment to EDI with external suppliers, contractors and partners and encouraging them to follow similar good practice;
- Ensuring IDSA is, as far as reasonably possible, welcoming and accessible to all;
- Making sure reasonable adjustments are made, as appropriate and where possible, for disabled students to overcome barriers in the school;
- Requiring that learning and teaching material, where practical, includes positive, diverse, non-stereotypical content;
- Ensuring staff are provided with appropriate tools so that they feel confident to discuss EDI issues and raise any concerns;
- Dealing with potential and actual acts of discrimination, harassment and bullying appropriately under relevant IDSA policy and taking appropriate action where necessary.

### **Responsibilities:**

- It is the responsibility of all IDSA students to promote EDI;
- It is the responsibility of IDSA Senior Management to ensure the EDI policy is fully implemented;
- IDSA Senior Management is responsible for reviewing the policy annually to ensure it reflects best practice and current legislation.

### **Complaints Procedures related to Equality, Diversity and Inclusion**

Identity School of Acting expects all students to treat others equitably, with dignity and respect. Any students who believe they have been discriminated against, harassed or bullied have the right to make a complaint free from victimisation or fear of retaliation.

Please refer to the IDSA Complaints policy for further information.