



# Equality, Diversity & Inclusion Policy

Effective Date: 01 January 2022

## 1. Introduction

Platinum Academy of Performing Arts (“Platinum Academy”, “we”, “us” or “our”) is committed to create an environment where diversity is celebrated and provide equal opportunity for all students and staff regardless of ethnicity, gender, disability, age, sexual orientation or religion.

If you have any comments or questions about this Equality, Diversity & Inclusion Policy, feel free to contact us at [admin@platinumacademy.co.uk](mailto:admin@platinumacademy.co.uk)

## 2. Definitions

- **Equality:** *the state of being equal, especially in status, rights, or opportunities.* To promote equality, we will do all that we can to ensure everyone has the same chance to participate. If necessary, Platinum Academy will make appropriate and reasonable adjustments to allow individuals to join, train or work with us.
- **Diversity:** *the practice or quality of including or involving people from a range of different social and ethnic backgrounds and of different genders, sexual orientations, etc.* Platinum Academy understands that each individual is unique. We aim to respect individual differences from all backgrounds.
- **Inclusion:** *the action or state of including or of being included within a group or structure.* Platinum Academy will ensure to create a sense of belonging by allowing individuals to feel respected and valued.
- **Discrimination:** *the unjust or prejudicial treatment of different categories of people.*

## 3. Protected Characteristics

In accordance with The Equality Act 2010, Platinum Academy recognises the nine Protected Characteristics and will not discriminate or tolerate any form of discrimination against individuals on the grounds of their;

- Age
- Disability (physical/mental/sensory/learning difficulties)
- Marriage / Civil Partnership
- Pregnancy / Maternity
- Race
- Religion / Belief
- Gender

- Sexual Orientation
- Gender Reassignment Status

#### **4. Types of Discrimination**

Discrimination can take place in a variety of forms. These can include;

- **Direct Discrimination:** being treated differently to someone else because of a protected characteristic.
- **Associative Discrimination:** when someone is treated unfairly because either someone they know or someone they are associated with has a protected characteristic.
- **Discrimination by Perception:** a form of direct discrimination against an individual because others believe they possess a particular protected characteristic. They do not necessarily possess the characteristic, just perceived to.
- **Indirect Discrimination:** when a policy/rule applies to everyone but disadvantages a person with a particular protected characteristic.
- **Harassment:** unwanted behaviour related to a relevant protected characteristic.
- **Victimisation:** when an individual is treated unfairly because they have raised a complaint about discrimination or supported someone who has been a victim of discrimination.

#### **5. Responsibilities and Implementation of this Policy**

All staff and students are expected to:

- Promote the principles of this policy and celebrate equality, diversity and inclusion in all our academy activities
- Challenge behaviour which may exclude others
- Report behaviour or actions that go against this policy

Platinum Academy will endeavour to achieve a diverse environment by:

- Ensuring that all staff (including Senior Leaders and Heads of Departments) understand their responsibilities for promoting equality, diversity and inclusion
- Widening participation to underrepresented groups

#### **6. Exceptions to this Policy**

As a vocational centre delivering training in the performing arts, we understand our commitment to open and fair casting, staffing and opportunity. However, there may be occasions where we are required to make decisions based on certain characteristics or ability, for example, defining certain standards of performance ability for a staged production.

#### **7. Reporting Concerns / Breach of this Policy**

Concerns in relation to Equality, Diversity and Inclusion and breach of this policy should be reported directly to the Principal.

## **8. Updates to this Policy**

We may update this Equality, Diversity & Inclusion Policy from time to time. When we make changes, we'll update the 'Effective Date' at the top of the Policy. We encourage you to check back periodically to review this Policy for any changes since your last visit.