ROYAL WELSH COLLEGE
OF MUSIC & DRAMA
COLEG BRENHINOL
CERDD A DRAMA CYMRU

Equality Objectives – Action Plan

The College's goal is to attract, develop and retain the best and brightest from all walks of life and backgrounds whether this be students, staff or audiences. This requires the College and all its employees to do their part in promoting a culture of inclusion where all individuals feel respected and are treated fairly. We want the College to reflect the diversity of contemporary Wales and have outlined the following equality objectives to support the achievement of our goal.

Update March 2017

	Action	Rationale	Timescale	Success measures	Lead	Equality Objective/ Protected Characteristic
1	Equality and Diversity Sub Group (EDSG).

Membership to include Principal, Vice Principal, Audience Marketing Manager, Heads of Student Experience, Academic Services and Pre College, SU President, representatives from Music and Drama, Executive Assistant and Head of Creative Programming.

To meet once per term. | To ensure that Equality and Diversity issues are embedded at operational and strategic level and that the College is representative of the diversity of the UK. | Ongoing | The EDSG members will act as Champions of equality and diversity within the College.

A more equal and diverse staff, student and audience mix will be a mark of success. | Reports through VP to SMT termly

Head of Student Experience will be a member of the University's EDG | All |
| 2 | Students - Issues identified in Annual | A more equal and diverse student | Autumn Term | Annual report produced each | Annual Course Monitoring | Information Gathering |

	Action	Rationale	Timescale	Success measures	Lead	Equality Objective/ Protected Characteristic
	Course Monitoring reports will be addressed and positive actions taken – see also objectives 8 and 9.	mix will be a mark of success

The College has a legislative duty to report on actions taken each year with regard to Equality and Diversity. | | year.

Positive movement in the metrics | reports through to CQAC and Academic Board.

EDSG | |
| 3 | Staff - To monitor and report on the diversity profile of staff each year | A more equal and diverse staff mix will be a mark of success

Legislative requirement under the Equality Act 2010 | In line with Equality Act 2010 and reporting cycle | Annual report on diversity of staff produced each year and any issues identified investigated.

Positive movement in the metrics | EDSG

SMT | Information gathering |

	Action	Rationale	Timescale	Success measures	Lead	Equality Objective/ Protected Characteristic
4	To widen the monitoring to those protected characteristics for which we do not currently hold data for both staff, students and audiences.	To fully comply with requirements of the Equality Act 2010 and to enable the College to assess whether there are trends or patterns that need to be investigated. College	Staff – new HR system will collect – date to be agreed for implementation. Students – HESA and Pre-College Audiences – review whether survey is appropriate	Monitoring introduced and reported on.	EDSG	Information gathering / Gender reassignment: Pregnancy and maternity: Religion and Belief: Sexual Orientation: Gender Reassignment. Although not a protected characteristic to improve data on socio/economic background.
5	Dignity at Work policy implemented and to continue review and publicise the Student Charter.	This activity supports the first general duty of the Equality Act.	Ongoing	Feedback on scheme	EDSG	Culture of Inclusion General duties

	Action	Rationale	Timescale	Success measures	Lead	Equality Objective/ Protected Characteristic
6	To more formally introduce Equality Impact Assessments (EIAs) to provide a clear and transparent system to evidence that policies and procedures, and decisions, have been impact checked	The College is bound by legislation which requires a public body to consider the impact of its actions on the needs of people from diverse backgrounds.	New form to be introduced 2017.	EIAs used as an operational tool as part of any decision making or policy development process. Training of EDSG to complete EIA	EDSG SMT HR	All
7	To continuously update staff on E&D issues	To improve culture and understanding of staff	Ongoing	Greater awareness	SMT	Training and Awareness
8	Establish a comprehensive reporting strategy on the participation, progression and achievement of students with protected	This process should be determined post final Exam Board decisions and enable the College to evidence the academic	Ongoing but to formally record	Reporting strategy developed and used to inform future plans	EDSG Academic Board	Information gathering

	Action	Rationale	Timescale	Success measures	Lead	Equality Objective/ Protected Characteristic
	characteristics across modes and levels of study	progression of target areas				
9	Monitoring the inclusiveness of the student experience	To improve culture and understanding of staff and students	Ongoing at termly meetings	Ensuring reports monitoring the inclusivity student experience through LTEC and SMT/SU joint meetings.	EDSG SMT	Information gathering Training and Awareness
10	Provide training for SU Executive Officers, Course Board Representatives and staff (including Front of House) on equality and diversity issues. Specifically training of staff on unconscious bias	To improve culture and understanding of staff and students	On yearly basis when new representatives are appointed	Training provided	Student Experience Students' Union NUS Wales	Training and Awareness

	Action	Rationale	Timescale	Success measures	Lead	Equality Objective/ Protected Characteristic
	when interviewing students or staff.					
11	Audiences – To build into the creative programme events that will attract a more diverse audience enabling targeted marketing at new audiences e.g. Black History Month, LGBT.	To increase diversity of audiences	Ongoing	Increased diversity in audiences.	EDSG SMT	Culture of Inclusion
12	Audiences – To open discussions with various groups from communities with impairments to involve them in the development process and understand their needs including technology	To increase diversity of audiences	Ongoing	Increased diversity in audiences.	EDSG SMT	Culture of Inclusion

	Action	Rationale	Timescale	Success measures	Lead	Equality Objective/ Protected Characteristic
13	Cardiff Orchestral Consortium – to ensure that the College engage with the consortium on Cardiff wide initiative for increasing diversity. Also conference on 4 April will focus on diversity	To increase diversity of audiences	Ongoing	Increased diversity in audiences	EDSG SMT	Culture of inclusion
14	CUK – a Diversity Sub Group has been set up to gather data and take action on increasing diversity in CUK sector. The College to take an active part on the Sub Group and feedback initiatives to EDSG. CUK conference in Autumn 2017 and will focus on diversity.	To increase diversity in conservatoires	Ongoing	Increased diversity in staff, students and audiences	EDSG SMT	Culture of inclusion

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