



# Equality and Diversity Policy

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## **Equality and Diversity Policy**

Brighton Film School is committed to promoting equality of opportunity for all our students and staff.

Our aim is to create an environment where people treat each other with mutual respect regardless of age, disability, colour, ethnic origin, family responsibility, gender, gender identity, marital status, pregnancy and maternity, nationality, race, religion and philosophical beliefs, sexual orientation and socio-economic background.

We welcome students and staff from all backgrounds and value and celebrate the benefits that diversity and difference bring to the School and our society.

The School raises awareness of equality and human rights, promotes diversity and combats all forms of inequality, disadvantage, prejudice, unfair discrimination, harassment and mistreatment within its communities. The School believes that all forms of prejudice and unfair discrimination are unacceptable. The School is committed to creating a safe environment for all students and staff.

This Equality and Diversity Policy covers all members of the School community.

### **Legislation**

The Equality Act 2010 gives the key legislative requirements relating to equality and diversity. The Act identifies nine protected characteristics, age, disability, gender, gender identity, pregnancy and maternity, race, religion and philosophical beliefs, sexual orientation and marriage and civil partnerships. All nine characteristics are covered in the employment duties of the Act. The protected characteristic of marriage and civil partnership is not included in the educational duties of the Act.

The Act outlaws unfair discrimination against an individual because of a protected characteristic and this includes the following types of discrimination:

- direct discrimination (including discrimination based on association or perception) – occurs when you treat a person less favourably than you treat another person because of a protected characteristic
- indirect discrimination - occurs when a practice has the effect of putting people sharing a protected characteristic within the general group at a particular disadvantage
- harassment – occurs when someone behaves in a way that creates a hostile, degrading, humiliating or intimidating environment for a person
- victimisation - occurs if you treat someone badly because they have been involved in a claim or complaint about discrimination
- discrimination arising from disability - occurs when you treat a disabled person unfavourably because of something connected with their disability and cannot justify such treatment
- failure to make reasonable adjustments (for disabled people) – occurs when an organisation fails to make reasonable adjustments for a disabled person to avoid the disabled person being placed at a substantial disadvantage compared to a non-disabled person

The Act has introduced a new public sector equality duty which requires the School to:

- eliminate unlawful discrimination, harassment and victimisation
- advance equality of opportunity
- foster good relations

The first part of this duty to eliminate unlawful discrimination, harassment and victimisation applies to all nine protected characteristics while the rest of the duty applies to eight of the protected characteristics and excludes marriage and civil partnerships.

## **Roles and responsibilities**

Each member of the School community is responsible for following and supporting this policy. The guidance applies to students, employees, contractors, volunteers and visitors. We expect all members of our community to follow our vision and values for equality and diversity.

Any member of the School community may raise, either informally or formally, complaints of unfair and/or discriminatory treatment.

The guidance applicable to particular roles in the School follows.

### **Directors**

The Directors carry the ultimate responsibility, under the law, for ensuring that our School meets the requirements of equality legislation. In particular they will:

- set and maintain the strategic direction for equality and diversity
- monitor performance and targets through regular reports

### **Management Team**

The Management Team has overall operational responsibility for equality and diversity and will:

- proactively champion equality and diversity
- carry primary responsibility for ensuring all aspects of this policy are carried out effectively
- ensure that measurable equality targets are set to accomplish the duties of the legislation
- ensure regular reports are made to monitor progress and performance

### **Staff**

Each member of staff is responsible for supporting this policy and the law. Every role in the School has an equality and diversity component and staff will:

- apply and embed the vision and values of this policy in their work and roles
- support and enable students to follow this policy
- take appropriate and immediate action in the event of incidents of harassment, unfair discrimination or misbehaviour alerting or involving if necessary, senior School staff

## **Students**

Students are expected to support and follow this policy and will:

- treat everyone with respect, fairly and with understanding, making them feel welcome in the School
- abide by the law
- use language carefully, without swearing or inappropriate language, and not say rude, hurtful or disrespectful things about other people
- report any concerns they have for themselves or others
- resolve differences and disagreements amicably (threatening or attacking anyone is a serious disciplinary offence)

Complaints from students can be raised through the Complaints Policy.

## **Monitoring and evaluation**

The School will regularly measure, review and reinforce the effectiveness of the policy through:

Self-assessment,  
Staff and student surveys and data analysis,  
Formal complaint monitoring,  
Collecting and disseminating examples of good practice.