

## Equality, Diversity and Inclusion Strategy

### Our commitment

1. This strategy is designed to ensure that equality, diversity and inclusion (EDI) are at the heart of the National Film and Television School's ('the School') life. It seeks to embed EDI within our practices and everyday conversations, promote collaboration across School structures and ensure progress is made against specific and measurable targets for both staff and students.
2. The School is committed to providing an environment free from discrimination, bullying, harassment or victimisation, and aims to create a culture of inclusion where everyone values difference and feels comfortable being themselves. The School recognises the importance of embracing a range of different ideas, histories, knowledge and culture and the strength that these bring to the quality of our work and the performance of the organisation. The School is committed to celebrating diversity and promoting inclusion and equality of opportunity.
3. We take active steps to provide an inclusive environment for all staff, students and visitors, irrespective of identity characteristics including the following protected characteristics which are listed within the Equality Act 2010:
  - Age
  - Disability
  - Gender Reassignment
  - Marriage & Civil Partnership
  - Pregnancy and Maternity
  - Race
  - Religion or belief (including lack of belief)
  - Sex
  - Sexual Orientation
4. In addition to the protected characteristics recognised by the Equality Act, we also seek to address under-representation in the areas of regional participation, socio-economic background and caring responsibilities.
5. We encourage a holistic approach to EDI that recognizes that we are all complex individuals having multiple protected characteristics (intersectionality) which could add to the challenges and discrimination an individual may encounter.
6. This strategy is supported by the School's EDI related policies:
  - Bullying, Harassment, Racism and Sexual Misconduct Policy
  - Student Transgender Equality Policy
  - Student Pregnancy and Maternity Policy
  - Student Social Media Policy
  - Student Mental Health Policy
  - Staff Time Off from Work Policy

### Responsibilities

7. The Board of Governors, through the Director of the NFTS, has ultimate responsibility for ensuring that the School's Equality, Diversity and Inclusion Strategy is implemented.
8. All members of the School community have a responsibility to:

- understand and adhere to this strategy and related policies and procedures and to contact their manager, Human Resources or Registry with any questions
  - challenge or report inappropriate behaviour or any discrimination in accordance with the relevant procedure.
9. Managers have a responsibility to:
- set a good example by treating all members of the School with dignity and respect
  - challenge unacceptable behaviour
  - ensure staff and students know how to report discrimination, bullying and harassment
  - ensure that reporting incidents does not result in victimisation
  - deal with complaints under the School's complaints policy
  - ensure that EDI is embedded into their everyday practices.
10. The HR Director and the Registrar are responsible for:
- considering all existing and emerging equality legislation with a view to identifying relevant issues, which are then translated into the relevant School policies and procedures
  - supporting the implementation of the School's equality objectives through involvement and consultation
  - data monitoring, analysis and policy development
  - designing and delivering training and awareness raising campaigns
  - providing advice, support and guidance on related issues.
11. The School will work in partnership with its recognised trade unions and the Students' Union as well as external organisations, where appropriate, to combat all forms of unlawful discrimination and to promote diversity.

## **Monitoring**

12. The School's Equality Objectives (see below) and associated action plans along with annual data monitoring will enable us to assess the impact of our strategy. However, it should be noted it may not always be possible to publish all data due to small numbers involved and the possibility of identification.

## **Discrimination**

13. For anyone who considers they have been discriminated against or witnessed discrimination on the grounds of a protected characteristic (see para 3), the following support is available:
- [Bullying, Harassment, Racism and Sexual Misconduct Policy](#)
  - [Student Complaints Procedure](#)
  - Staff Grievance Procedure (contained within the Employee Handbook)

## **Training and Further Information**

14. The School will provide appropriate training to support the implementation of this strategy.
15. Further information and support is available from the following:
- Human Resources
  - Student Support and Wellbeing
  - A Trade Union representative
  - A Student Union representative.

**This strategy was approved in September 2022**

## **Equality, Diversity and Inclusion Strategic Objectives 2022-2027**

### **Objective 1- Embed equality into all aspects of School life**

We will raise awareness and promote equality in a way that informs our culture and practices, is inclusive and removes any form of less favourable treatment or harassment.

### **Objective 2- Attract, attain and succeed**

We will attract, retain and develop a diverse School community and strive to ensure that everyone can attain and succeed to the best of their abilities.

### **Objective 3- be flexible and continuously strive to meet the needs of our School community**

We will support an inclusive approach to the delivery of learning, teaching and assessment, and seek to offer flexible ways of working.

### **Objective 4- Provide an inclusive environment that facilitates and promotes belonging and respect**

We will provide a learning, working and social environment which addresses the needs of our community and which is accessible, safe and welcoming.