SHOCKOUT

Shockout Arts - Equality & Diversity Policy

Academic Year: 2025–2026

1. Policy Statement

Shockout Arts is committed to **promoting equality of opportunity, valuing diversity, and eliminating unfair or unlawful discrimination** in all aspects of its work, including employment, training, student services, and learning.

We recognise the value of a diverse workforce and student body and seek to create an environment where all individuals are treated **with dignity, respect, and fairness**, irrespective of:

- Age

- Disability

- Gender reassignment

- Marriage or civil partnership

- Pregnancy or maternity

- Race, ethnicity, or nationality

- Religion or belief

- Sex or sexual orientation

- Offending history

- Socioeconomic background

- Caring responsibilities

The policy applies to **all staff, students, contractors, volunteers, apprentices, and service users**, across all in-person, online, or blended delivery modes.

2. Objectives

Shockout Arts aims to:

1. Ensure **fair treatment and opportunity** in employment, training, progression, and service provision.

2. Promote **inclusive practices** and accessibility for all students and staff.

3. Prevent and address **discrimination, harassment, or victimisation**.

4. Encourage **awareness and understanding** of equality and diversity issues.

5. Embed equality and diversity in all policies, curriculum, recruitment, and operational practices.

6. Promote **freedom of speech and academic freedom** while balancing duty of care and safeguarding.

3. Scope

This policy covers:

- Recruitment, selection, training, promotion, and employment of staff.

- Admissions, auditions, assessments, and pastoral support for students.

- Learning and teaching, curriculum content, and learning materials.

- Provision of services to clients and external stakeholders.

- Conduct, behaviour, and interactions among staff, students, and visitors.

4. Roles and Responsibilities

4.1 Senior Leadership Team (SLT)

- Ensure **governance, monitoring, and compliance** with equality and diversity legislation.

- Allocate resources for training, accessibility, and inclusion.

- Approve, review, and update this policy annually.

4.2 Human Resources / Student Support Team

- Implement equality and diversity in recruitment, staff development, and student support.

- Provide training and guidance for staff, contractors, and students.

- Maintain records to monitor diversity and inclusion metrics.

- Investigate complaints and grievances relating to discrimination.

4.3 All Staff and Students

- Treat others with **respect, fairness, and dignity**.

- Challenge and report any **direct or indirect discrimination, harassment, or victimisation**.

- Participate in equality and diversity training and awareness sessions.

5. Equality & Diversity in Practice

5.1 As an Employer

- Provide fair recruitment, selection, promotion, and training opportunities.

- Make **reasonable adjustments** for disabled employees and staff with caring responsibilities.

- Maintain equal pay and working conditions for all staff.

- Provide a supportive and inclusive environment free from harassment, bullying, or victimisation.

5.2 As a Service Provider / Education Provider

- Ensure students have **equal access** to courses, support, and facilities.

- Provide additional support for students with **learning difficulties or disabilities**.

- Make reasonable adjustments for students with disabilities, cultural, or religious requirements.

- Monitor diversity in student admissions and progression.

- Ensure **curriculum content, teaching materials, and assessments** are inclusive and non-discriminatory.

- Promote **British Values**, community cohesion, and respect for diversity within the student body.

SHOCKOUT

5.3 Auditions and Admissions

- Assess all applicants **solely on merit, potential, and suitability** for the course.

- Offer assistance during auditions for **students with disabilities or impairments**.

- Ensure disclosure of disabilities is respected and used to provide necessary support.

5.4 Appeals and Complaints

- Applicants or students can appeal on **process fairness** (not outcome).

- Complaints about discrimination, harassment, or unfair treatment are investigated **promptly, fairly, and confidentially**.

- Breaches of this policy may result in **disciplinary action** for staff or students.

6. Specific Equality Areas

Area	Commitments
Age	Respect all ages, ensure access to opportunities, challenge ageist assumptions.
Disability	Provide reasonable adjustments, accessible information (large print, braille, sign language), inclusive learning support.
Race & Ethnicity	Challenge racism, provide unbiased advice, actively promote race equality, monitor representation, support English as a second language.
Gender	Promote equality for all genders, support trans and non-binary individuals, encourage gender balance in student and staff populations.
Religion or Belief	Respect religious beliefs and observances; accommodate cultural practices wherever practicable.
Pregnancy / Maternity	Ensure respectful treatment, prevent disadvantage, and provide reasonable adjustments.
Marriage / Civil Partnership	Ensure fair treatment and no disadvantage based on marital status.
Sexual Orientation	Provide a safe, inclusive environment for all sexual orientations.
Ex-offenders	Prevent discrimination, except where there is a **risk to children or vulnerable adults**.
Equal Pay	Ensure equal pay for equal work or work of equal value.

SHOCKOUT

7. Monitoring, Review, and Reporting

- Equality and diversity data is collected for **staff recruitment, student admissions, and progression**.

- Policies, procedures, and practices are reviewed **annually** to ensure compliance and continuous improvement.

- SLT receives **termly reports** on diversity metrics, complaints, and outcomes.

- This policy is owned by **Vice Principal (Students)** and **HR Manager** and is subject to **annual review and version control**.

8. Related Policies

- **Recruitment Policy**

- **Admissions & Auditions Policy**

- **Complaints Policy**

- **Safeguarding & Child Protection Policy**

- **Pastoral Care Policy**

- **Data Protection & GDPR Policy**