

APPENDIX 1 DIVERSITY, EQUITY, INCLUSION AND BELONGING ACTION PLAN 2022-24

The following actions are identified to support the delivery of the strategic aims set out in the Academy's Diversity, Equity, Inclusion and Belonging Scheme 2020-24. To support the completion of these actions, and following a review of EDI at the Academy, this action plan shall be valid for two academic years, until **June 2024**.

Strategic Aims:

1. To make continual progress in reducing inequality, promoting equality and inclusion, and increasing awareness of diversity.
2. To eliminate adverse impact of any of our activities, functions and policies on the protected characteristics of students and staff as specified by the Equality Act.
3. To embed the principles of Diversity, Equity, Inclusion and Belonging in all aspects of widening participation and support student recruitment activity from underrepresented groups as set out in our Access and Participation Plan.
4. To promote and celebrate diversity in the work of the DEIB Committee, in our student population, our staff population, our educational delivery, our events, audiences and visiting artists.
5. To increase our awareness of the challenges to student continuation, completion and progression for certain groups.
6. To engage and enhance our Diversity, Equity, Inclusion and Belonging work with key external organisations such as the Office for Students, and the Quality Assurance Agency

Organisational Culture

Action	Strategic Aim	Outcome	Status/ Timescale	Staff Lead
Openly discuss and identify areas for improvement in terms of data sets published in the annual report, via DEIB Committee.	1, 2, 3	Transparent dialogue and enhanced understanding of areas where progress is required and motivation to address them with positive action.	Ongoing	Chair of DEIB
Monitoring of completion of key DEIB relevant	1, 2	Demonstrable engagement and increased awareness of equality across the staff population.	Ongoing, with evidence of continuous progress expected.	Director of HR

modules by staff via LearnUpon platform				
Expansion of inclusive activities for both staff and students via the Staff Social Group and Student Union respectively.	1, 2, 4	Wider variety of events and activities attended by a wider variety of staff and students.	To be included in each year's DEIB Report.	Chair of DEIB and SU President
Regularly report DEIB developments and activities from different areas of the Academy to DEIB Committee.	1, 2, 4	Standing agenda item and continued evidence of activity captured in minutes for monitoring and audit purposes.	Ongoing, with evidence of continuous progress expected.	All DEIB members

Student access, continuation, completion and progression

Action	Strategic Aim	Outcome	Status/ Timescale	Staff Lead
Continued review of the prospectus from a DEIB perspective – focusing on language and imagery.	3	Communicating a positive equality message to prospective students	For the next edition of the prospectus	Comms team
Continue to review our admissions policy and cycle to ensure that DEIB is a fundamental consideration in planning and delivery	3, 4, 6	Continue to remove barriers to applicants from underrepresented groups from being able to audition, allow all candidates to be considered equally.	Next admissions cycle	Registry, SMT, Heads of Department, Heads of Programme
Monitor data to ensure that barriers to access, success and progression continue to be removed.	3, 5	A progressively more diverse student population	Next admissions cycle	Access and Participation Committee, Registry, SMT