

EQUALITY, DIVERSITY AND INCLUSION POLICY

The Royal Academy of Music moves music forward by inspiring successive generations of musicians to connect, collaborate and create.
Charity number 310007
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MARYLEBONE ROAD, LONDON NW1 5HT
RAM.AC.UK



**UNIVERSITY
OF LONDON**

Continued overleaf

TABLE OF CONTENTS

1. INTRODUCTION	3
2. POLICY STATEMENT	3
3. SCOPE OF THE POLICY	3
4. LEGISLATIVE FRAMEWORK – THE EQUALITY ACT 2010	3
5. IMPLEMENTATION AND RESPONSIBILITIES	4
6. SPECIFIC CHARACTERISTICS	5
7. COMPLAINTS AND BREACHES OF POLICY	9
8. POLICY MAKING PROCEDURE	10
9. DEFINITION OF TERMS	10
10. RELATED DOCUMENTS	10

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1. INTRODUCTION

1.1 The purpose of this policy is:

- To ensure that the contribution of staff and students from all backgrounds is valued by the Academy.
- To promote positive working relationships through which all members of the Academy are valued and respected.
- To ensure that inequality and discrimination are challenged and eliminated.
- To make clear that all staff, students, or visitors in the Academy have an obligation to adhere to and actively promote the principles of this policy.

1.2 The Academy recognises that a diverse community of staff and students affords artistic, educational, social, and organisational benefits. We are committed to promoting an environment which values diversity, and which identifies and removes barriers that prevent people from fulfilling their potential within the Academy.

2. POLICY STATEMENT

2.1 The Academy welcomes and promotes an inclusive working and learning environment based on the principles of equality, dignity, and respect. It is Academy policy that individuals are selected, taught, trained, assessed, appraised, promoted and otherwise treated solely on the basis of their relevant merits and ability, thereby being afforded equality of opportunity both in their working/educational life and access to services available from or through the Academy. Any form of discrimination, harassment or victimisation will not be tolerated. The Academy will support staff and students in challenging and removing all forms of prejudice and discrimination from the workplace.

2.2 All relevant stakeholders, including staff and students, have the right to be consulted about this policy and related policies, procedures, and practices.

3. SCOPE OF THE POLICY

The Academy's Equality, Diversity and Inclusion Policy applies to all levels of the institution. This means that all students and staff are responsible for implementing and supporting this policy. We have a responsibility to demonstrate how we promote and monitor equality through our policies, Equality, Diversity and Inclusion Scheme, Objectives and annual Belonging Report, ensuring these are consistent, effective, and appropriate for the needs of staff and students.

4. LEGISLATIVE FRAMEWORK – THE EQUALITY ACT 2010

4.1 The Equality Act 2010 is the principal legislation underpinning the Academy's Equality, Diversity and Inclusion Policy, Scheme and Action Plan. The Act covers education, employment and the provision of premises, facilities, goods, and services. A consolidation of over 40 separate pieces of equality related legislation spanning 40 years, its stated aim is to 'harmonise discrimination law, and to strengthen the law to support progress on equality'. The Act replaces existing equality legislation, and covers nine 'protected characteristics,' which are: age,

disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex, and sexual orientation.

- 4.2 The Equality Duty established under the Equality Act, requires the Academy to actively incorporate equality considerations and to have due regard for the need to:
- a) Eliminate discrimination, harassment, victimisation, and any other conduct that is prohibited by or under the Act.
 - b) Advance equality of opportunity between people who share a protected characteristic and people who do not share it.
 - c) Foster good relations between people who share a protected characteristic and people who do not share it.

It requires the Academy to publish relevant, proportionate information demonstrating compliance with the Equality Duty and to set specific, reasonable equality objectives. The Academy fulfils this requirement through publishing the Diversity, Equity, Inclusion and Belonging Scheme, together with the Primary Equality Objectives and Action Plan, published monitoring and consultation information and results of Equality Impact Assessment. [Belonging scheme | Royal Academy of Music](#)

5. IMPLEMENTATION AND RESPONSIBILITIES

- 5.1 All staff and students are provided with the Equality, Diversity and Inclusion Policy and receive an Equality, Diversity and Inclusion briefing as part of their induction. Further training is delivered as required.
- 5.2 All staff, visiting performers and students have a responsibility to support and foster the aims of this policy by:
- Having an awareness of the Academy's Equality, Diversity and Inclusion Policy.
 - Incorporating the aims and values of the Policy into all areas of life at the Academy.
 - Ensuring their conduct towards others is always respectful and free from discrimination, harassment, and victimisation.
 - Appropriately challenging instances of discrimination or draw it to the attention of the senior staff and/or Human Resources/Registry.
 - Contribute to a respectful environment that embraces diversity.
- 5.3 Line-managers and colleagues are responsible for:
- Promoting the requirements and spirit of this policy to their staff and/or students, fostering an inclusive culture where a diversity of contribution is valued and welcomed.
 - Ensuring staff and students are encouraged, supported and enabled to reach their full potential.

- Maintaining an awareness of their own training and development requirements and that of their staff in respect of equality, diversity and inclusion.
- Dealing promptly with discriminatory acts or practices which are brought to their attention, ensuring that they are reported through relevant channels.
- Ensuring their schemes of work, lesson content and teaching resources demonstrate sensitivity to equality, diversity and inclusion issues.
- Ensuring that decisions affecting individual staff and students are made on objectively justifiable, relevant criteria.
- Ensuring that an Equality Impact Assessment is undertaken for any new or revised policies, procedures, or projects within their remit.

5.4 Practical implementation of the Academy's equality duties is overseen by Academic Board for student-related matters and the Human Resources Department for staff-related matters. This includes ensuring that:

- Staff create a positive, inclusive ethos that challenges inequality and inappropriate behaviour.
- All Academy policies and activity are sensitive to equality issues.
- Equality monitoring data are collected and analysed.
- Equality objectives are set based upon the analysis of consultation and equality monitoring information.
- Appropriate staff training and development is provided to support the appreciation and understanding of diversity.

5.5 The Principal is responsible for overseeing equality, diversity and inclusion, for ensuring implementation of the policy and that appropriate action is taken via delegated authority against breaches of the policy.

5.6 The Academy has a Belonging Committee which oversees the implementation of the Diversity, Equity, Inclusion and Belonging Scheme and Action Plan. Other Academy committees, including Academic Board, Nominations Committee, Remuneration Committee, Honours and Awards Committee, Conferment of Academic Titles and Audit Committee are responsible for ensuring that strategic policies reflect the commitments of equality policy.

5.5 The Governing Body has corporate responsibility for the Academy's Equality duties, and for ensuring that an inclusive culture is promoted throughout the Academy.

6. PROTECTED CHARACTERISTICS

The Equality Act 2010 provides for a harmonised approach towards eliminating discrimination, harassment and victimisation and advancing equality of opportunity across all nine protected characteristics, which is outlined in section four of this document. The following pages provide general information about the Academy's commitment to equality, diversity and inclusion in respect of each protected characteristic. Comprehensive general information about each protected

characteristic in relation to the Act is available in the Equality and Human Rights Commissions codes of practice, available at [Homepage | EHRC](#).

The Academy is committed to the elimination of discrimination and promotion of equality in the following areas:

6.1 AGE

The Equality Act prohibits direct and indirect discrimination, harassment, or victimisation on the grounds of age.

The Academy welcomes employees and students of diverse ages. In particular:

- Recognising and promoting the benefits of an age diverse workplace.
- Recognising what constitutes, and taking steps to address, ageist harassment.
- Challenging stereotypes and assumptions about youth and age, particularly where these are in relation to job-related skills and abilities.

6.2 DISABILITY

Disability discrimination includes direct and indirect discrimination. Discrimination arising from disability and failure to make reasonable adjustments to working practices or premises in relation to staff, students, or visitors, unless this can be justified.

Disability is defined as 'a physical or mental impairment that has a substantial or long-term adverse effect on an individual's ability to carry out normal day-to-day activities'. Examples could include a physical impairment, learning disability/specific learning difference, long-term mental health condition, and certain long-term health conditions such as cancer, HIV/Aids, multiple sclerosis, or diabetes.

The Academy is informed by the 'social model' in its understanding of disability. The social model explains how people are disabled by the restrictions placed on them within society rather than by their impairment or condition. By using the Social Model, the Academy strives to provide an inclusive environment by reducing those restrictions by meeting the needs of students, staff and the general public who use Academy facilities. <https://www.ram.ac.uk/student-life/access-and-disability>

Personal information pertaining to disability is strictly confidential and only

shared with the consent of the individual. You do not have to tell us if you have a disability, however the Academy encourages people to disclose a disability so that we can provide support. Students and staff can disclose this at any point during their employment or study. This will enable the Academy to make reasonable adjustments where appropriate. Once a staff member receives a disclosure from a student or colleague, the Academy has a legal duty to ensure reasonable provision of support and adjustments, as appropriate. Disability disclosures (verbal or written) should be reported to the Disability Advisor in respect of student disclosures and the Director of Human Resources in respect of staff disclosures.

The Academy is a 'two ticks' disability symbol employer, committed to:

- Guaranteeing an interview to job applicants with disabilities who meet all the essential role criteria.
- Discussing with disabled employees, to ascertain how both parties may develop and use their abilities at work.
- Making every effort to retain employees who become disabled, in meaningful employment.
- Taking action to ensure that all employees develop the appropriate level of disability awareness needed to make these commitments work.
- Reviewing these commitments annually, assessing achievements and improvements required, and communicating these as appropriate.

6.3 SEX

The Equality Act 2010 takes forward the principles and requirements enshrined in previous legislation and defines sex, regarding a man or a woman, as a protected characteristic. The Academy recognises the importance of challenging discrimination based on sex as well as taking steps to promote and enable equality through:

- Monitoring the gender balance of staff and students at the Academy and aiming to redress any areas of imbalance.
- Challenging sex and gender stereotypes, dealing appropriately with harassment and bullying on the grounds of sex.
- Increasing gender balanced representation on the Governing Body, Committees, and other decision-making groups in the Academy.
- Undertaking an Equal Pay Audit every five years to identify and address any gender pay gaps.
- Reporting on the gender pay gap annually.

6.4 GENDER IDENTITY AND REASSIGNMENT

The Equality Act 2010 defines the protected characteristic of gender reassignment as where a person is proposing to undergo, is undergoing or has undergone a process (or part of a process) for the purpose of reassigning the person's sex by changing physiological or other attributes of sex. It is not necessary for a trans person to be undergoing medical treatment to be protected by the law.

Protection covers direct and indirect discrimination, harassment and victimisation, including discrimination due to absence from work or study (any absence should be treated under the same procedure as existing Academy leave policy). Trans issues are complex and highly personal and the Academy aims to promote equality in this area through development of information for staff and managers on responding sensitively and sensibly to issues that can arise for trans staff and students.

The Gender Recognition Act 2004 states that it is an offence for anyone acquiring this protected information in an 'official capacity' to disclose it to a third party without the transperson's consent. Exceptions are if the information is required for the prevention or investigation of a crime or for medical professionals at a time when the trans person is too ill to be able to provide consent.

We recognise that some people consider this term outdated, so we have used the term 'trans' to refer to a person who has the protected characteristic of gender reassignment. However, we note that some people who identify as trans may not fall within the legal definition. This section of the policy is subject to update due to the evolving nature of some of the issues highlighted, as identified by the EHRC.

6.5 MARRIAGE AND CIVIL PARTNERSHIP

The Equality Act 2010 recognises marriage and civil partnership as a protected characteristic.

6.6 PREGNANCY AND MATERNITY

The Equality Act 2010 affords protection within employment and education from all discrimination that arises because of pregnancy and maternity. This includes absence from work related to pregnancy and maternity, maternity leave, and return to work or study following maternity leave.

The Academy has procedures in place for maternity, paternity, and adoption leave, along with related policies such as provisions for flexible working.

6.7 RACE

The Equality Act 2010 takes forward the principles and requirements enshrined in previous legislation. It defines 'race' as including colour, nationality and ethnic or national origins. A person has the protected characteristic of race if they fall within a particular racial group. A racial group can also be made up of two or more distinct racial groups.

The Academy aims to advance diversity and promote race equality, including addressing issues and areas of under-representation shown through consultation and monitoring data. We are committed to developing an inclusive environment where people from all backgrounds contribute equally and are treated sensitively and with equity, fairness, and consistency with the aim also to improve engagement with minority groups and communities.

6.8 RELIGION OR BELIEF

Religion or belief is defined under the Equality Act 2010 as being any religion, faith, religious belief, or similar philosophical belief. The Act also protects individuals who have stated an absence of religion or belief.

The Academy aims to provide an environment which respects a diversity of religions, philosophical beliefs and will work to ensure that this is reflected in our policies, procedures, and practices. Discrimination or harassment because of religion, philosophical belief or political belief will not be tolerated.

This policy aims to ensure that there is respect for freedom to express one's religion or belief. However, the expression of religion or belief should respect the fundamental rights of others and should not conflict with the principles of equality, diversity, and inclusion.

6.9 SEXUAL ORIENTATION

Sexual orientation is defined under the Equality Act 2010 as being treated differently because of your sexual orientation, which includes how you express your sexual orientation such as through your appearance or places you visit.

It is unlawful to directly or indirectly discriminate against, harass or victimise individuals because of sexual orientation towards the same sex, towards the opposite sex or towards both sexes.

The Academy fully supports this principle and aims to ensure that all students, staff, and visitors should feel welcome, respected, and safe in the Academy. We are committed to ensuring our policies, procedures and practices demonstrate equality in this area, that discrimination and harassment is challenged and eliminated, and that the sensitivity of individuals' sexual orientation is respected.

6.10 ANTISEMITISM

In addition to the Equality Act and the protected characteristics above, the Academy recognises the non-legally binding International Remembrance Holocaust Alliance's (IRHA) definition of Antisemitism, and extends its policies to incorporate this, to ensure the respect and dignity of all students, staff, contractors and visitors. The IRHA definition is:

'Antisemitism is a certain perception of Jews, which may be expressed as hatred toward Jews. Rhetorical and physical manifestations of antisemitism are directed toward Jewish or non-Jewish individuals and/or their property, toward Jewish community institutions and religious facilities.'

7. COMPLAINTS AND BREACHES OF POLICY

- 7.1 The Academy welcomes all feedback and comments regarding the Equality, Diversity, and Inclusion Policy. These should be referred to the Director of Human Resources or the Belonging Committee in the first instance.
- 7.2 Employees who feel that they have experienced discrimination can pursue the matter through the formal grievance procedure but should first contact the Director of Human Resources for information, advice, and guidance. Informal resolutions should be attempted in the first instance where possible.
- 7.3 Students who feel that they have experienced discrimination can pursue the matter through the student complaints process either via their tutor or their head of department/programme for information, advice, and guidance, Report + Support, or contacting the Senior Case Manager or Dean of Students.
- 7.4 The Academy's Counsellors are available for independent, confidential support.

- 7.5 All reported complaints and breaches of the Policy will be investigated and managed in line with Academy policy, and where found, disciplinary proceedings may take effect, up to and including dismissal from service in the case of gross misconduct.

8 POLICY MAKING PROCEDURE

The Belonging Committee is responsible for developing and monitoring the Policy. The Governing Body is charged with the oversight of general policy, and it receives and considers the recommendations of the Belonging Committee.

9 DEFINITION OF TERMS

A list of definitions of common equality-related terminology can be found in the Equality Glossary in Appendix 3 of our Diversity, Equity, Inclusion and Belonging Scheme.

10 RELATED DOCUMENTS

Diversity, Equity, Inclusion and Belonging Scheme
Diversity, Equity, Inclusion and Belonging Action Plan
Dignity at Work Policy
Equality Glossary
Harassment and Sexual Misconduct Policy
Student Complaints Procedure