



Equal Opportunities (Equality and Diversity) statement

Introduction

The Notting Hill Academy of Music (NHAM) is committed to creating and sustaining a positive and supportive working environment for our staff, and an excellent teaching and learning experience for our students. We aspire that staff are equally valued and respected, and students are encouraged to thrive academically. As a provider of education, we value the diversity of our staff and students. We are committed to providing a fair, equitable and mutually supportive learning and working environment for our students and staff. This is reflected in the core values of the NHAM which state the importance of:

- valuing, respecting and promoting the rights, responsibilities and dignity of individuals within all our professional activities and relationships
- equality of educational opportunity based on merit, irrespective of background, beliefs and socio-economic context

This equality and diversity policy provides for coordination and implementation at a strategic level and is underpinned by our Code of Conduct for Employees and the Bullying and Harassment Policy.

Commitment to equality and diversity

We believe that excellence will be achieved through recognising the value of every individual. We aim to create an environment that respects the diversity of staff and students, enabling them to achieve their full potential, contribute fully and derive maximum benefit and enjoyment from their involvement in the life of the NHAM.

To this end, we acknowledge the following basic rights for all members and prospective members of our community:

- to be treated with respect and dignity
- to be treated fairly with regard to all procedures, assessments and choices
- to be encouraged to reach one's full potential

These rights carry responsibilities and we require all members of our community to recognise these rights and act in accordance with them. In addition, we will comply with all relevant legislation and good practice.

No individual will be unjustly discriminated against. This includes, but is not limited to, discrimination because of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion and belief, sex and sexual orientation.

Dealing with discrimination

We perceive bullying, harassment and victimisation of any individual as contradictory to our aspirations for a supportive working environment and will not be tolerated. Any allegations of such behaviour will be investigated, and ultimately disciplined, in accordance with the Employee Code of Conduct.

**Responsibility**

The Principal has overall responsibility for ensuring that we operate within a framework of equality of opportunity.

All members of staff and students have a duty to support and uphold the principles of our equality and diversity policy and its supporting policies outlined in the introduction to this statement.

Implementation

The Principal is the Diversity Champion and oversees the development and execution of equality and diversity directives.

All governance structures of the NHAM have a responsibility to equality and diversity. We expect that, where applicable, Equality Impact Assessments will be conducted, while equality objectives are integrated into all work plans.

Created: September 2016

Reviewed: September 2020

Next Review: September 2021