

EQUITY, DIVERSITY AND INCLUSION POLICY

| | |
|--|--|
| Version | 5.0 |
| Effective date | August 2025 |
| Date for review | August 2026 |
| Policy owner | Chief Executive |
| Reference points | Equality Act 2010 (inc. Public Sector Equality Duty) EHRC <i>Statutory Code of Practice on Employment</i> (2023) and <i>Code of Practice on Services, Public Functions & Associations</i> (2023) <i>Online Safety Act 2023</i> (in relation to harassment and online abuse) Office for Students – <i>Equality, Diversity & Inclusion in Higher Education</i> (2024 update) QAA – <i>Embedding EDI in Quality and Standards Guidance</i> (2024) Universities UK – <i>Tackling Racial Harassment in Higher Education</i> (2023) and <i>Inclusive Teaching & Learning Guidance</i> BIMM University – <i>Equity, Diversity & Inclusion Framework and Student Charter</i> |
| Audience/handling notes | Institutional, Staff, Students, External, Public |
| Dissemination and implementation plan | This is a public statement, published on NHAM's website and reviewed annually. Academy staff receive training on this statement and it is referenced in the staff handbook, students are made aware of this statement in the student handbook and at induction. The Chief Executive is responsible for the dissemination and implementation of this plan as part of institutional-wide policy to promote EDI at all levels of NHAM. |
| Linked Policies, Procedures and Forms | Staff Handbook, Student Handbook, Student Code of Conduct, Staff Code of Conduct, Student Disciplinary Policy, Staff Disciplinary Policy, Admissions Policy, Bullying & Harassment Policy, Sexual Misconduct Policy, Safeguarding Policy, Student Complaints & Grievance Policy, Staff Complaints & Grievance Policy. |
| Date approved | August 2025 |

1 Introduction

| | |
|------------------|---|
| EQUITY | Ensuring fair access, opportunities, and resources for all, addressing systemic barriers and historic disadvantage. |
| DIVERSITY | Recognising, respecting and valuing people's differences. |
| INCLUSION | Creating a culture where everyone feels they belong, is respected, and can thrive. |

The Notting Hill Academy of Music (NHAM) aims to reflect and celebrate the diversity of the music industry and wider society. We are committed to eliminating unlawful discrimination, advancing equality of opportunity, and fostering good relations between people with different experiences and identities.

We will:

- Champion equity, diversity, and inclusion (EDI) in all aspects of our work.
- Embed EDI in decision-making, governance, curriculum design, recruitment, and student support.
- Take active steps to identify and remove barriers to participation and progression.



2 Equity and Diversity

We comply fully with the Equality Act 2010 and its Public Sector Equality Duty to:

- Eliminate unlawful discrimination, harassment, and victimisation.
- Advance equality of opportunity.
- Foster good relations between different groups.

We oppose all forms of discrimination based on:

- Age
- Disability
- Gender reassignment
- Marriage and civil partnership
- Pregnancy and maternity
- Race (including colour, nationality, ethnic or national origin)
- Religion or belief
- Sex
- Sexual orientation

In line with the Act, we may use *positive action* to address under-representation.

We will:

- Ensure fair, merit-based recruitment and admissions processes.
- Support all staff and students to reach their potential.
- Provide reasonable adjustments for disabled students and staff.
- Regularly review policies and procedures for equity impact.
- Monitor EDI data and act on any findings that indicate inequality.

3 Promoting inclusion

We recognise that diversity does not automatically lead to inclusivity. We accept that creating a community where every individual feels that they belong at NHAM is an ongoing and active process of rethinking how we operate to create a better shared understanding how we can best maximise our potential at NHAM.

- We recognise that diversity alone is not enough, our community must also be inclusive.
- We commit to:
- Embedding inclusive teaching, learning, and assessment practices (in line with QAA and BIMM standards).
- Providing staff with training in inclusive leadership and unconscious bias.
- Creating safe spaces for dialogue on EDI issues.
- Supporting student-led initiatives and networks.
- Reviewing physical and digital accessibility annually.

4 Responsibility of the Governance Committee

The Governance Committee of the Academy holds ultimate responsibility for the implementation of this policy and for meeting the obligations under the Equality Act 2010. The Governance Committee will:

- Oversee compliance with the Equality Act 2010 and OfS conditions relating to EDI.
- Review EDI performance annually using staff and student data.
- Approve and monitor NHAM's EDI Action Plan.
- Consider proposals from staff and students to improve EDI.
- Publish an annual EDI report aligned to BIMM University reporting requirements.

5 Responsibility of Management, Staff and Students

Management will:

- Ensure all staff understand their EDI responsibilities.
- Provide learning and development opportunities in EDI.
- Monitor recruitment, promotion, and development for fairness.
- Respond promptly to grievances and discrimination concerns.

Staff will:

- Actively promote equality, diversity, and inclusion.
- Avoid discrimination, harassment, or victimisation.
- Report any discriminatory behaviour or barriers they observe.

Students will:

- Respect the diversity of the NHAM community.
- Avoid any form of harassment or bullying.
- Contribute to an inclusive learning environment.

6 Enforcement, Monitoring and Review

NHAM will:

- Collect, analyse, and report anonymised EDI data for staff and students.
- Conduct Equality Impact Assessments for key policies and changes.
- Monitor recruitment, retention, attainment, and progression by protected characteristic.
- Address any areas of under-representation or inequality with targeted actions.
- Review this policy annually and update to reflect legal and sector changes.

7 Grievances/Discipline

Students and employees have a right to pursue a complaint concerning discrimination or victimisation through the Academy Staff and Student Complaints & Grievance Policies or Harassment & Bullying Policy. Discrimination and victimisation will be treated as disciplinary offences, and they will be dealt with under the Staff and Student Disciplinary Procedures.

Students have a right to purpose a complaint concerning discrimination or victimisation through the Academy Bullying & Harassment Policy and Procedures. Such offences are deemed serious and will be dealt with in accordance with the Student Code of Conduct and Students Complaints Policy.