

MOUNTVIEW

EQUALITY, EQUITY, DIVERSITY AND

INCLUSION POLICY

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1. INTRODUCTION

Mountview is committed to creating a culture in which diversity and inclusion is valued and everyone is treated with dignity and respect. We are also committed to providing equitable treatment for all stakeholders in the organisation. This policy sets out our approach to equality, equity, diversity and inclusion and actively promotes a culture that values difference and aims to eliminate discrimination at Mountview.

The aims of this policy are to:

- a. Define the terms Equality, Equity, Diversity and Inclusion and explain why they are important at Mountview
- b. Communicate to all Mountview students, staff, freelance workers and contractors, their responsibilities in this area

2. SCOPE

This policy and its principles apply to all students, Trustees, employees, sessional tutors, casual workers freelancers, contractors, consultants or any self-employed individuals working for the organisation.

3. DEFINITIONS

3.1 What is Equality?

Equality means promoting equality of opportunity. In practice, this means doing what we can to ensure people have the same opportunity to participate. This may require Mountview to make appropriate and reasonable adjustments to allow individuals to join, learn or work with us. Our commitment in this area extends to students, staff, freelance workers and contractors and includes our legal duties in relation to people who share one or more of the nine protected characteristics as defined in the Equality Act 2010.

3.2 What is Equity?

Equity recognises that advantages and barriers exist and that as a result, we do not all start from the same place. Equity considers power, access, opportunities, treatment and impact, in three main areas:

- Representational equity: the proportional participation at all levels of an institution
- Resource equity: the distribution of resources to close equity gaps
- Equity-mindedness: the demonstration of an awareness of, and willingness to, address equity issues

3.3 What is Diversity?

Diversity refers to the variety of personal experiences, values and worldviews that arise from differences of culture and circumstance. Differences in the lived experiences and perspectives of people may include age, ancestry, class and socio-economic situations,

disability, educational attainment and experiences, gender identity or expression, marital and family status, neurodiversity, place of origin, political belief, race and ethnicity, religion and belief, sex, and sexual orientation.

3.4 What is Inclusion?

Inclusion is an active, intentional and continuous process to address inequities in power and privilege and build a respectful and diverse community that ensures welcoming spaces and opportunities to flourish for all. Mountview aims to attract, retain, develop and value high quality students and staff from all backgrounds. We also aim to work in partnership with many sections of our local community and to that end, this policy applies to both our internal and external activities.

4. THE EQUALITY ACT 2010 – PROTECTED CHARACTERISTICS

The Equality Act 2010 establishes that the following are protected characteristics:

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

5. TYPES OF DISCRIMINATION

Mountview is committed to eliminating unlawful discrimination. Discrimination can occur in many ways. This includes:

- a. Direct discrimination: treating someone less favourably because of a protected characteristic.
- b. Indirect discrimination: a provision, criterion or practice that applies to everyone but adversely affects people with a particular protected characteristic more than others and is not justified.
- c. Harassment: this includes sexual harassment and other unwanted conduct related to a protected characteristic, which has the purpose or effect of violating someone's dignity or creating an intimidating, hostile, degrading, humiliating or offensive environment for them.
- d. Victimisation: retaliation against someone who has complained or has supported someone else's complaint about discrimination or harassment. This includes where someone mistakenly believes that the person victimised has done so.
- e. Disability discrimination: this includes direct and indirect discrimination, any unjustified less favourable treatment because of the effects of a disability, and

failure to make reasonable adjustments to alleviate disadvantages caused by a disability.

6. ALLOWABLE DISCRIMINATION & EXCEPTIONS TO THIS POLICY

In pursuing our legitimate aims as a vocational drama school, Mountview is committed to open and fair casting, staffing and opportunity. However, it is expected that there may be occasions where we are required to make decisions based on certain characteristics or ability. For example, hiring a tutor for a class or production requiring specific linguistic skills based on them being native to a specific country or being fluent in a specific language.

This may similarly apply to other circumstances where someone with a protected characteristic may be specifically more qualified to perform in a role due to knowledge or traits they hold as a direct result of their protected characteristic.

Applicants to study at Mountview are auditioned or interviewed and are offered a place purely on their potential to acquire and hone the skills necessary to succeed in their chosen profession (for more information please see Mountview's Recruitment, Selection and Admissions Policy).

7. RESPONSIBILITIES & EXPECTATIONS

Mountview is responsible for fostering an environment of mutual respect whereby staff and students can freely work, live, examine, question, teach, learn, comment and criticise. Academic freedom and freedom of thought, belief, opinion and expression carries with it the expectation that all members of Mountview's community will conduct themselves in a responsible manner so as not to cause, condone or participate in the discrimination of another person or group of persons.

We expect all Mountview staff, students, freelance workers and contractors to:

- Uphold and promote the principles of this policy and promote equality, equity, diversity and inclusion in all our activities
- Challenge behaviour which may exclude or marginalise others
- Report behaviours or actions that contravene this policy

8. IMPLEMENTATION

Mountview commits to developing an inclusive and transparent culture. Priorities include:

- Embedding equity, equality, diversity and inclusion across all areas of work, and fostering a culture which regularly and routinely considers and discusses issues of equality, equity, diversity and inclusion
- Ensuring that staff and students have the training, tools and personal agency to contribute to positive culture change at all levels of the organisation
- Assuring that our internal equality, equity, diversity and inclusion strategy and practice is consistent with our external equality, diversity and inclusion ambitions

- Harnessing staff and student voice to consider different views, experiences and building diversity of thought and perspective
- Monitoring and evaluating equality, equity, diversity and inclusion data.

Mountview operates on an 'open door' policy. If you have questions, concerns or have anything you would like to discuss, please contact your line manager, head of course, or Principal as appropriate.

9. REPORTING CONCERNS REGARDING A BREACH OF THIS POLICY

We take a strict approach to breaches of this policy. If you believe that you have suffered harassment, bullying or discrimination or witnessed it happening to someone else at Mountview, you are strongly encouraged to report it.

Students should raise any concerns via their Head of Course, personal tutor, the Student Welfare Manager or any other member of Mountview staff. Formal complaints should be submitted via the Non-Academic Concerns & Complaints Policy.

Members of staff should raise concerns through their line manager, a member of the Executive or a member of the People & Culture Team.

Complaints made by applicants or members of the public should be addressed directly to the Principal.

Where a student has breached the policy, this will be dealt with under the Non-Academic Misconduct Policy. Serious cases of deliberate discrimination or victimisation may result in termination of studies.

Where a member of staff has breached this policy, it will be dealt with in accordance with our Staff Disciplinary Policy and Procedure. Serious cases of deliberate discrimination and victimisation may amount to gross misconduct resulting in dismissal.

10. SUPPORT

Support is available to anyone who experiences discrimination. You do not have to make a formal complaint to receive support, whether you are a student or a member of staff.

For students, support is available from your personal tutor or from Student Services. In addition, TalkLife Campus is a 24-hour peer-to-peer support for students which is available to download on smart phones using their Mountview email address.

Staff concerns can be discussed informally or formally with line managers, a member of the Executive, or the People & Culture team.

External support is available for all Mountview staff via Zurich Support Services and DAS Counselling which can provide short-term advice and counselling support. Information on how to access this can be found in the staff room kitchen or via the People & Culture team.

The TalkLife Workplace platform is also available to download on smart phones and provides 24/7 peer-to-peer support to all staff using their Mountview email address.

It is particularly important to seek support if the situation is impacting negatively on your wellbeing or mental health.

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Owner: Director of Business & Organisational Development and Chair of EEDI Committee