Factory of creativity CIO
Hope Mill Theatre
113 Pollard Street
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HMTA Equality, Equity, Diversity & Inclusion Policy

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Policy owner:	HMTA Head of Programme
Lead contact:	HMTA Head of Programme
Audience:	Applicants/Students/Staff/Partners of HMTA
Approving body:	Board of Trustees
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Related Statutes, Ordinances, General Regulations	Validating Universities' Academic Regulations Equality Act 2010
Related Polies, Procedures and Guidance:	Student Complaints, Staff Complaints, Public Complaints, Inclusivity Protocols, Harassment, Sexual Misconduct & Related Behaviours, Learning Culture & Codes of Practice HMT/FOC EDI Policy
UK Quality Code Reference:	Quality Code Expectations for Quality; reliable, fair and transparent Admissions process.
OfS Conditions Reference	Conditions: A1, B2, B3, B4
Equality & Diversity Considerations:	Policy should be available in accessible format for all students
Further Information:	

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Equality, Equity, Diversity & Inclusion Policy

1. Introduction

1.1. Statement of Commitment

At Hope Mill Theatre Arts (HMTA) we are committed to fostering an inclusive and equitable environment where all members of our community are valued, respected, and provided with equal opportunities to thrive, regardless of their race, ethnicity, gender, age, sexual orientation, disability, religion, or socio-economic background and any other protected characteristics.

We reaffirm our unwavering commitment to equality, equity, diversity, and inclusion (EEDI), working with organisations that champion these principles. Amid evolving approaches, we remain dedicated to fostering collaborations that reflect our core values and advance equitable opportunities for all. This commitment transcends political shifts, ensuring that our efforts are grounded in integrity, accountability, and the pursuit of meaningful, inclusive progress.

1.2. Purpose of the Policy

This policy aims to outline our commitment to promoting equality, equity, diversity, and inclusion (EEDI) across all aspects of our institution, including, but not limited to:

- Higher Education, pre-vocational, and learning & participation provision
- Facilities and resourcing provision
- Staffing
- Outreach
- Partnerships

2. Definitions

2.1 Equality: Equality refers to scenarios in which all segments of society have the same levels of opportunity and support.

2.2 Equity: Equity extends the concept of equality to include providing varying levels of support based on individual need or ability.

2.3 Diversity: the fact of many different types of people being included in something.

2.4 Inclusion: the idea that everyone should be able to use the same facilities, take part in the same activities, and enjoy the same experiences, including people who have a disability or other disadvantage.

3. Scope

3.1 The policy applies to all processes relating to activities of HMTA and is applicable to all those who engage with HMTA including; trustees, students, staff including permanent or temporary contractors and others employed under a contract of service and visitors.

3.2 It applies to all conduct of HMTA including activities outside of HMTA that is related to its activities.

3.3 The policy covers any form of discriminatory behaviour, harassment, or victimisation based on protected characteristics defined by the Equalities Act 2010.

4. Commitments

We make the following commitments in order to ensure Equality, Equity, Diversity and Inclusion are a key part of who we are and what we do.

We will:

4.1 Listen and engage

We seek to understand and respect the views of our diverse community, including staff, students and our partners. We will listen, talk and learn from one another to create an inclusive culture underpinned by equitable action. We will seek new partners and networks to inform all aspects of our work to ensure we are reaching underrepresented groups.

4.2. Cultivate a culture of awareness and responsiveness

We aim to ensure students and staff engage in relevant and current training to raise awareness, deepen understanding and develop new skills among our school community. We will provide the culture for everyone to participate and thrive.

4.3. Raise & address

We will actively address language and behaviour, such as bullying and harassment, that causes harm and discomfort for individuals or groups. We will provide support to identify and address micro-aggressions, enabling constructive dialogue that builds positive relationships.

4.4. Represent

We will ensure our learning curriculum and performance programme is inspirational in its drive to reflect and celebrate the diversity of our world. We will provide equity of opportunity to ensure underrepresented groups see themselves within all aspects of teaching and performance.

4.5. Monitor and share

We will build a picture of who we work with; participants, students, staff and governors to understand under or over representation and take action to build a better balance to reflect the diverse world we live in. We will publish our EEDI strategy, commitments and continual actions to ensure we are meeting the commitments and actions to drive forward a more equitable, diverse and inclusive community at HMTA.

5. Responsibilities

5.1 All members of HMTA have a responsibility to abide by and promote the principles in this policy in relation to their work and duties at HMTA:

- The policy is known, understood, and implemented
- Individual behaviours take into consideration the impact it may have upon others
- Everyone is treated with respect and dignity
- Where a member of staff has concerns, they should raise this with their line manager or other relevant staff.
- Reported concerns are reported to EEDI Chair or Champion who log and implement necessary actions.
- Log of concerns is discussed at EEDI Committee meetings.

5.2 The Equality, Equity, Diversity & Inclusion Committee will be responsible for:

- Overseeing the continuing application and development of the EEDI policy in line with legislation and strategic objectives
- Overseeing the formation and implementation of the EEDI Action Strategy
- Collating and analysing appropriate monitoring data
- Report on progress of the EEDI to the Board of trustees and Northern School of Contemporary Dance (NSCD) Senate.

5.3 The CEO/Principal will be responsible for:

- Giving consistent high-profile lead on equality issues and promoting equality both internally and externally.
- Work with the Board of Trustees and the Executive Leadership team to ensure that the EEDI policy and action plan are implemented effectively.

5.4 The Board of Trustees will be responsible for:

- Having ultimate responsibility to ensure that HMTA complies with equality legislation and the codes of practice supporting it.
- Ensure that the membership of the Board reflects the diversity of the communities served by the institution.
- Ensure that EEDI training is part of the organisation's strategic plan.
- Be aware of the Board's statutory duties in relation to the equality legislation as an employer and service provider.

6 Communication of Policy

6.1 This policy will be published in staff and student handbooks, available on public display and published on the HMTA Virtual Learning Environment and/or public website.

6.2 HMTA will endeavour to provide documents in different formats if requested by applicants, staff and students.

6.3 The induction of all staff will include specific reference to the Policy and the responsibility of staff to reflect its principles in their own practice.

7 Legal Framework

7.1 The Equality Act 2010 legally protects people from discrimination in the workplace and in wider society. It replaced previous anti-discrimination laws with a single Act, making the law easier to understand and strengthening protection in some situations. It sets out the different ways in which it's unlawful to treat someone.

7.2 Under the Equality Act 2010, there are 9 protected characteristics which are; age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex, and sexual orientation.

7.3 Any breaches of legislation and/or this policy may lead to legal and/or disciplinary action.

8 Breach of the Policy

8.1 HMTA will take seriously any instances of infringement of the Equality, Equity, Diversity & Inclusion Policy by students, staff, users or participants. Any instances of infringement will be investigated and where appropriate will be considered under the relevant complaints/grievance and disciplinary policy for staff or students.

9 Complaints

9.1 Staff, students or visitors who wish to make a complaint regarding Equality, Equity, Diversity & Inclusion should seek resolution through the complaints procedure if unable to be resolved through informal means.

10 Key Contacts

Head of Programme - Naomi Albans enquiries@hopemilltheatrearts.co.uk