

As required by the Race Relations (Amendment) Act 2000 and The Jam Academy's commitment to diversity and inclusion, the Academy aims to:

- Eliminate unlawful racial discrimination
- Promote equality of opportunity
- Promote a positive learning and working climate to ensure good relations between people of different racial groups

To this end The Jam Academy will undertake a programme of positive action.

### **Staff & Associates**

In order to promote race equality The Jam Academy will:

- Recruitment
  - ▶ Encourage applications from all racial groups.
  - ▶ Establish systems to monitor and analyse, by ethnic origin, all aspects of staff recruitment.
- Staff Development and Training
  - ▶ Encourage and promote training, staff development and work experience programmes amongst all ethnic minority groups.
  - ▶ Give Racial Equality Training to all staff.
  - ▶ Monitor the career development of ethnic minority staff.

- Promotion and Career Development

An ongoing process to:

- ▶ offer staff from all racial groups equal opportunity for promotion and career development within the terms of their employment and on the basis of their relevant qualifications and abilities.
  - ▶ Aim to remove barriers that would jeopardise the prospects of promotion and career development of staff from any racial group. Monitor the promotions and progress of ethnic minority staff.
- Monitoring
    - ▶ Monitor fully all aspects of recruitment and current staff data and identify areas for improvement and action. Monitoring to take place by the Senior Leadership Team and within each School and Department.

## Students

The Jam Academy will promote race equality in student recruitment and registration by:

- Admissions
  - ▶ welcoming enquiries and admissions from potential students regardless of their ethnic or national origin and basing decisions on admissions on the individual merits of each candidate and their suitability for the course for which they have applied.
  - ▶ monitoring all student admissions on an annual basis to ensure students are offered admission solely on the basis of intellectual ability, academic background and talents within the performing arts.
- Teaching and Learning Environment
  - ▶ Offering courses intended to meet a number of broad aims embracing the intellectual skills, attitudes, key/core skills sought by employers, irrespective of race or ethnic origin.
  - ▶ Updating its programmes regularly to meet international market needs and the requirements of all its students
  - ▶ Taking into account students' differing learning styles, linguistic needs and cultural backgrounds.
- Examination and Assessment
  - ▶ Reviewing performance and considering instances where there appears to be inconsistency between students from different ethnic groups.
  - ▶ Reviewing its codes of practice relevant to examination and assessment to ensure fair and consistent treatment of all students

## Consultation

- Consult staff, associates and students from all racial groups (current and prospective) to ensure access to the learning and working environment.
- Involve all racial groups of staff and students (current and prospective) in the formulation of policies.
- Seek the views of all racial groups of staff and students (current and prospective) on the progress of the Academy on racial issues and on areas for improvement.

## Policy Review

Review The Jam Academy on an annual basis to ensure best practice and adherence to current legislation.

Undertake to review Policies and Procedures on an annual basis, students and staff to be involved in the process.

## Disciplinary Procedures

Commit to tackling racial discrimination and all staff and students will be expected to adhere to the Race Equality Policy and Procedures. Non adherence will be referred to the relevant disciplinary procedures.

Deal with all complaints of racial discrimination by staff or students through the Complaints Procedures.