

Equal Opportunities Diversity Policy – Students

1. Policy

- 1.1 Shockout is committed to providing equal opportunities to all applicants for study regardless of sex, race, colour, nationality, ethnic origin, marital status, sexual orientation, gender, disability, age, politics, religious beliefs or trade union membership.

2 Equal Opportunities Statement

- 2.2 Shockout opposes discrimination in all its forms. It is an equal opportunities organisation and operates an ethos and structure of inclusion and equality, which enables individual students to realise their full potential throughout the complete range of educational experiences. Staff and students are entitled to receive from each other courtesy, respect and support professionally and personally, irrespective of disability, gender, faith, sexual orientation or ethnic heritage.

3 Auditions

- 3.1 Shockout aims to provide the opportunity to include as many young people as possible in the audition process for full-time professional training. Although some applicants have had considerable previous experience and training, it is not a requirement for entry. All candidates are assessed on their employment potential.
- 3.2 Where there is any impairment or disability a member of staff at the audition will assist, wherever possible, to remove any barriers to completing the audition without disadvantage. Students **must** disclose any disability through questions posed in the medical questionnaire and equal opportunities questionnaire.
- 3.3 Shockout will always work in depth with a student to meet their needs and will liaise with the relevant agencies to further that support.

4 Appeals

- 4.1 Shockout has an appeals structure in place for auditions and assessments. The applicant cannot appeal against the decision made by the panel but they can appeal about the audition process and/or the fairness of how the audition or assessment was conducted.

5 Monitoring

- 5.1 Shockout collects data from the application forms and auditions to monitor the number of applicants in terms of gender, race, disability and family background to ensure that Shockout is continually promoting and attracting a wide variety of students without discrimination.

6 **Students at Shockout**

- 6.1 During the induction week key Policies and Procedures are issued in the form of the Student Handbook and are discussed with them within the first two weeks of term.
- 6.2 Students are advised on Shockout's policies on anti bullying and harassment and discrimination and are given the opportunity through their tutors and through the pastoral care system to discuss any concerns. Policies and procedures are under regular review and monitored in Shockout's efforts to eliminate all forms of harassment and discrimination.

7 **Racial Discrimination**

- 7.1 Students can be assured of an environment that is free from racial discrimination and abuse. Staff and students are drawn from a wide range of racial, cultural and religious backgrounds. Proven discrimination will lead to disciplinary action as outlined in the Staff and Student Handbooks. Educational and careers advice counselling is free of race bias.
- 7.2 Shockout requires staff and students to identify and counter all forms of direct and indirect discrimination with Shockout. Shockout seeks to ensure that the curriculum content, teaching and library materials do not overtly or covertly discriminate against ethnic minorities. Shockout will provide additional support for those students who do not speak English as their first language.
- 7.3 Shockout welcomes applications from ethnic minorities both as staff and students. Shockout keeps under review the percentage of ethnic minority staff and students and aims for a balanced representation.

8 **Religion**

- 8.1 Students are free to subscribe to any religion or not as they wish; every effort is made to ensure that the environment is friendly, harmonious and respectful of multi faiths.
- 8.2 Any religious or cultural requirements will be met wherever practicable. Guidance will be impartial and objective. Tutors will take into account the diversity of student background.

9 **Sexism and Sexual Orientation**

- 9.1 Shockout practices a non-discriminatory policy for both staff and students.
- 9.2 Sexist physical or verbal abuse will not be tolerated and will be subject to disciplinary action as set out in the Staff and Student Handbooks.
- 9.3 Shockout seeks to encourage an equally balanced female and male workforce. This is recorded and reviewed.
- 9.4 As there is a recognised lack of male performers in the dance industry Shockout actively encourage them to apply to audition for the college/university.
- 9.5 Shockout welcomes staff and students regardless of their sexual orientation.

10 **Disabilities**

- 10.1 Shockout strives to ensure that students with learning difficulties will have access to additional learning support. Shockout will offer appropriate support services to provide a high quality service.
- 10.2 All Shockout printed information and documentation is available in large print for those with visual impairment.

11 **Access**

- 11.1 Shockout is situated in a fully accessible building with access for wheelchair users including a lift at the exit as you enter building at 25 Church Street. The Disabled toilet is also on the ground floor.

Linked Policies:

Admissions & Auditions
Appeals
Assessment
Complaints