
STRATEGIC EQUALITY PLAN: OUR PROGRESS

2020-21



"The College is a space for everyone – a place where we want every individual to feel welcome and safe. Working together we are driving equality, diversity and inclusion from the very heart of what we do and who we are. Together we are building a culture which not only respects differences but goes much further. We want to embrace those differences in ways that bring people together and spark new creative opportunities and artistic excellence.

Across our Strategic Equality Objectives, we have aimed high. We have made good progress but there is much more to do ahead. We acknowledge the challenge and continue to embrace it through meaningful action. This update offers a range of highlights from 2020-21, explaining some of the ways we have taken this work forward.

Behind these highlights, RWCMD tracks progress through a full report based on the work and genuine commitment across our community. The examples of progressive actions here offer hope and inspiration to us all as we celebrate the possibilities as well as the achievements.

We also continue to be inspired by our partners across education and the creative industries as we join forces to make a difference. Together we can make the change we all want to see."

A handwritten signature in black ink that reads "Helena F. Gaunt". The signature is written in a cursive, flowing style.

Professor Helena Gaunt, Principal

RESPECTFUL SPACE

Everyone working and collaborating in RWCMD is entitled to do so in a safe space. A respectful space is a supportive environment free of bullying, discrimination and harassment of any kind.


+ As part of the RWCMD community, we will value our differences when collaborating, promoting creative challenge while retaining the utmost respect for each other.

+ We will be polite and treat one another with respect at all times.

+ If we are subjected to, or witness bullying, discrimination or harassment we will speak out knowing that our voices will be heard and we will be taken seriously.

+ We will actively promote a positive, optimistic and mutually supportive approach to work and study, celebrating the arts and creativity.

Together we will create a respectful space.



Prof Helena Gaunt | Principal



Becky Mercer | SU President

OUR STRATEGIC EQUALITY OBJECTIVES

These are the eight ways we are working towards equality, diversity and inclusion across all protected characteristics. The full details are in our published plan.

1 CULTURE AND GOVERNANCE

To promote dignity, respect, inclusion and fairness within the College community and embed equality into the decision making of the College.

2 COLLABORATION, COMMUNICATION AND PUBLIC ENGAGEMENT

To ensure that engagement takes place with staff, students, audiences, community and voluntary sector groups from protected characteristics through collaboration, communication and consultation.

3 DIVERSITY OF STUDENT BODY AND EXPERIENCE

To attract, select and retain a diverse range of students to study at the College and create an environment that encourages and supports all students to actively engage and to realise their full potential.

4 ATTRACTING, RETAINING AND DEVELOPING STAFF

To attract, retain and develop a diverse range of people to work for the College and to enable them to have access to open and transparent career development and progression.

5 ACCESSIBILITY

To ensure College buildings and infrastructure reflect the diverse needs of our communities and provide accessible and inclusive working and learning environments.

6 INCLUSIVITY IN PROFESSIONAL PRACTICE

To develop an inclusive approach to research, whereby the involvement of people from protected characteristic groups is promoted and barriers to the participation of people from diverse groups are removed.

7 EQUAL PAY

To undertake Equal Pay Reviews as a part of the USW Group every three years and implement the actions arising from the resulting Equal Pay Action Plans.

8 DATA COLLECTION AND MONITORING

To enhance the collection, analysis and monitoring of equalities data and relevant equalities information.

OBJECTIVE 1: CULTURE AND GOVERNANCE



To promote dignity, respect, inclusion and fairness within the college community and embed equality into the decision making of the college.

- + We have reshaped our **Equality, Diversity and Inclusion** Committee to incorporate independent external voices. This brings a wider range of critical friends on the journey with us.
- + **100% of new strategies** include a focus on Equality, Diversity and Inclusion, to make it central to our ongoing work.
- + Every new or revised course and every new policy now includes **Equality Impact Assessments** as standard.

OBJECTIVE 2: COLLABORATION, COMMUNICATION AND PUBLIC ENGAGEMENT



To ensure engagement takes place with staff, students, audiences and local voluntary sector groups from protected characteristics through collaboration, communication and consultation.

- + We have now set **ambitious targets** for diversifying our Creative Programme, including at least 20% of repertoire written or directed by people facing racial inequalities, at least 40% of guest conductors women and at least one relaxed performance each year.
- + The **What's On programme** for Autumn 2021 is the most diverse it has ever been.
- + **Diversification is the driver** of our new public engagement approach.

OBJECTIVE 3: DIVERSITY OF STUDENT BODY AND EXPERIENCE



To attract, select and retain a diverse range of students to study at the College and create an environment that encourages and supports students to actively engage and realise their full potential.

- + Our students are supporting our work and have created a **new elected role** within the Student Union Executive to underline their commitment to this work.
- + Student services and the Student Union have joined forces with organisations including **YMCA, Coppafeel, Mind Cymru** to raise awareness through events.
- + We have reshaped our scholarship and bursary approach to **prioritise students with economic need and protected characteristics**.
- + We have **set a clear target for student recruitment**: to reflect UK population diversity in three key protected characteristics (race, disability, gender) by 2025.

OBJECTIVE 4: ATTRACTING, RETAINING AND DEVELOPING STAFF



To attract, retain and develop a diverse range of people to work for the College and to enable them to have access to open and transparent career development and progression.

- + **Every colleague** has been encouraged to train in race awareness and unconscious bias.
- + We now have someone with **lived experience of racism** as a pastoral lead for Music and Drama.
- + Colleagues have trained in **Restorative Practice** Level 1 and have also spent Staff Development Days focussed on Equality, Diversity and Inclusion.

OBJECTIVE 5: ACCESSIBILITY



To ensure College buildings and infrastructure reflect the diverse needs of our communities and provide accessible and inclusive working and learning environments.

- + We have more dedicated **gender neutral toilets** than ever before.
- + We have committed to **captioned performances** and programmed them for 2021.
- + We have **upgraded our public website** to meet new accessibility requirements.

OBJECTIVE 6: INCLUSIVITY IN PROFESSIONAL PRACTICE



To develop an inclusive approach to research, whereby the involvement of people from protected characteristic groups is promoted and barriers to the participation removed.

- + Strategic Equality **objectives are embedded** in our new strategic Research approach.
- + Our **Research Excellence Framework** highlights strategic equality objectives as a priority.
- + We have started work on embedding an **Ethics of Practice** module in all degree programmes in future.

OBJECTIVE 7: EQUAL PAY



To undertake Equal Pay Reviews as a part of the USW Group every three years and implement the actions arising from the resulting Equal Pay Action Plans.

- + As part of the USW Group, **RWCMD will be included** in the university cycle for regular review.
- + The next Equal Pay Review is due to **take place 2024**.
- + Meanwhile we continue to **gather data and monitor pay** across the workforce.

OBJECTIVE 8: DATA COLLECTING AND MONITORING



To enhance the collection, analysis and monitoring of equalities data and relevant equalities information.

- + A **specialist data project** has been commissioned to audit current data and underpin our future approach.
- + We have started to **benchmark** recruitment, progression and achievement of students to help target further action.
- + Colleagues have completed their **first staff survey** focused on strategic equality.

**WE WILL REPORT ON OUR PROGRESS
AGAIN IN 2022, AS WE STRIVE TOWARDS
OUR STRATEGIC OBJECTIVES ACROSS
ALL AREAS OF RWCMD LIFE.**

**IF YOU WOULD LIKE TO LEARN MORE
ABOUT OUR WORK IN THIS AREA,
PLEASE CONTACT [INFO@RWCMD.AC.UK](mailto:info@rwcmd.ac.uk)**