

EQUALITY IMPACT ASSESSMENT

Department	HR
Policy	Dignity at Work Policy

1. Description

The Academy's HR department have revised and updated the Dignity at Work Policy issued in 2020. The purpose of this EIA is to assess the potential impact of the policy on different groups of employees, ensuring compliance with equality legislation and promoting fairness and diversity in the workplace.

The policy states that the Royal Academy of Music is committed to creating an environment where all staff and students treat each other fairly and with mutual respect. The Academy encourages positive professional relationships that are free from unlawful discrimination, bullying, harassment and intimidation. The Academy promotes a culture in which harassment and bullying is unacceptable and in which individuals have the confidence to challenge and report it, should it arise.

The policy applies to all Academy employees, extending to contract workers, visiting workers or others working in partnership with the Academy. The policy details both informal and formal procedures for reporting and resolving complaints of bullying and harassment, including the Academy's grievance and disciplinary procedures.

2. Could the policy have an adverse impact on equality in relation to the following protected characteristics as defined by the Equality Act 2010?

- Age
- Disability
- Gender re-assignment
- Marriage or civil partnerships
- Pregnancy and maternity
- Race
- Religion or belief

- Sex
- Sexual orientation

No, the policy does not have a negative impact on the above protected characteristics.

However, careful monitoring should be undertaken to ensure that the policy is fully implemented and that there is no misinterpretation of policy guidelines, employee fear of reporting of incidents and complaints and that adequate support is provided for affected employees.

3. Does this policy provide opportunities to make a positive impact on equality?

Yes, the legislation underpinning this policy includes the Equality Act 2010, the Health and Safety at Work Act 1974, and the Worker Protection Act (2024).

The policy states that the Equality Act 2010 defines harassment as where the behaviour against a protected characteristic is meant to, or has the effect, of violating an individual's dignity, or creating an intimidating, hostile environment. This legislation requires that the Academy ensures that harassment on the grounds of age, disability, gender reassignment, being married or in a civil partnership, being pregnant or on maternity leave, disability, race including ethnic or national origin, religion or belief, sex (gender), and sexual orientation does not take place.

The policy also states that following the introduction of the Workers Protection Act 2024 (amendment of the Equality Act 2010), the Academy is legally obliged to take steps to prevent sexual harassment of our staff during the course of their employment and by third parties. The policy details the means by which an individual can raise a concern via the Academy's Report and Support facility or through the Employee Assistance Programme.

The policy states that Individuals who raise concerns and/or make a formal complaint will be offered independent, confidential and mental health support from the Academy's counselling service throughout the process. Counselling is also available for individuals whose behaviour is found to be unacceptable and who may be unaware of, or insensitive to, the impact of their actions.

Section 12 of the policy states that the Academy will monitor and review its Performance on promoting dignity and respect, and the effectiveness of this policy and associated procedures on an ongoing basis. The Academy will also carry out risk assessments in relation to complaints and procedures regarding sexual harassment.

4. What evidence has been considered? What consultation has been undertaken?

The Academy has followed Acas guidance and definitions in the development of this policy. Acas is the Advisory, Conciliation and Arbitration Service and is a publicly funded, independent organisation that aims to promote better employment relations.

The policy revisions were made in line with guidance provided by the following advisory agencies:

- Brightmine (formally Xpert HR)
- CUK HR forum
- Trowers and Hamlin (via a webinar)
- EHRC

The following Academy policies were also considered in the development of this policy:

- Equality, Diversity and Inclusion Policy
- Ethics and Conduct Policy
- Safeguarding Policy

5. Actions agreed as a result of this EIA

The Academy's Dignity at Work Policy aims to foster a respectful and inclusive workplace. It provides clear guidelines and support for employees.

This EIA has identified the potential positive impacts on the protected characteristics as defined by the Equality Act 2010 and the Workers Protection Act 2024. It recommends that the following actions be taken to implement the policy and monitor its impact to ensure it remains effective and inclusive.

Progress on the actions detailed below will be reported to the Belonging Committee.

Action	Who	Timescale
Monitor and report implementation of the policy at the Belonging Committee	Director of HR	2024/25 academic year
Undertake risk assessments in relation to complaints and procedures regarding sexual harassment.	Director of HR	2024/25 academic year

Received by the Belonging Committee: 4/11/2024