



EQUALITY IMPACT ASSESSMENT

Department	Human Resources
Policy	Equality Diversity and Inclusion Policy

1. Description of Policy

The Academy recognises that a diverse community of staff and students affords artistic, educational, social, and organisational benefits. We are committed to promoting an environment which values diversity, and which identifies and removes barriers that prevent people from fulfilling their potential within the Academy.

The purpose of this policy is to:

- Ensure that the contribution of staff and students from all backgrounds is valued by the Academy.
- Promote positive working relationships through which all members of the Academy are valued and respected.
- Ensure that inequality and discrimination are challenged and eliminated.
- Make it clear that all staff, students, and visitors to the Academy, have an obligation to adhere to and actively promote the principles of the policy.

This EIA considers Version 2 of the policy, reviewed December 2025.

The policy is published on SharePoint (Intranet) at:

[Human Resources - Policies and Procedures - All Documents](#)

2. Could the policy/project have an adverse impact on equality? Please consider this 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

The policy is compliant with, and upholds, the principles of the Equality Act 2010 and will not have an adverse impact on equality.

However, this EIA recommends revision to the text of the policy with regards to:

- General reference to previous related legislation
- Section 6.2; the protected characteristic of disability
- Section 6.3; the protected characteristic of sex, rather than of 'gender'
- Section 6.4; the protected characteristic of gender re-assignment
- Section 7.3; student reporting mechanisms

Detailed notes on the above recommended revisions were sent to the HR department, who are responsible for the update of the policy.

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

Yes, the policy specifically references the Equality Act 2010 as the principal legislation underpinning the policy, as well as the Academy's Diversity, Equity, Inclusion and Belonging Scheme and Action Plan. It confirms that the Equality Act details the nine 'protected characteristics.'

The policy confirms that all staff and students are provided with the policy and receive an equality, diversity and inclusion briefing as part of their induction.

The policy clearly references governance of the policy. It also clearly references the procedures and mechanisms for the reporting of complaints and breaches of the policy, for both staff and students.

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

The policy was updated in consultation with the following staff groups, departments and external advisory agencies:

- The Policy Review Group, which includes the Registrar and Director of Student Operations, Director of Finance, Director of HR and the Executive Assistant and Secretary to the Governing Body
- The HR team

- The EIA sub-committee
- Equality and Human Rights Commission (EHRC)
- Brightmine (formerly Xpert HR)

5. What actions have been agreed as a result of this EIA?

Actions will be reviewed, and progress/completion reported to the Belonging Committee.

Action	Who	Timescale
Revision of the policy as recommended by this EIA prior to publication on the Academy's website.	HR	December 2025
Review of the policy, ahead of the next planned review date of December 2029, if significant legislation revisions or guidelines are issued.	HR	As and when required.

Date of Belonging Committee approval: 10/3/2026.