



RCM EQUALITY, DIVERSITY AND
INCLUSION POLICY
2021

Described at its foundation as an institution whose doors were to be 'thrown open to the whole world', the Royal College of Music is an international and diverse community which aims to ensure that each individual is treated with respect and dignity, and that no student, member of staff or visitor is subjected to direct or indirect unlawful discrimination.

Our commitment to Equality, Diversity and Inclusion

We will work together to create and sustain a community where diversity is recognised, valued and celebrated. We will pro-actively advance equality and inclusive practice in our staff and student recruitment and admissions processes, in our research activity, in our teaching and our artistic programme, and the College's working environment. We will endeavour through effective and collaborative action to create a culture which values diversity, and in which students, staff and visitors give due respect to other people and their work or ideas.



Our values and principles

As well as being integral to the RCM's strategic plan, this policy is underpinned by the belief that equality, diversity and inclusive practice enhances our College culture academically, intellectually and socially.

To ensure this we will:

- demonstrate visible senior leadership on equality, diversity and inclusion matters
- ensure everyone understands their personal responsibility to promote equality and inclusive practice and remove any unfair barriers
- align and embed the strategy with other key College policies and strategies including: Learning, Teaching and Assessment; Artistic; Research and Knowledge Exchange; Registry and other student support services; Human Resources; Widening Participation and student recruitment; Outreach and public engagement.
- engage and involve our own students, staff and RCM Council, as well as working with wider networks across education and the performing arts, to develop our equality, diversity and inclusion initiatives.
- ensure that our objectives and actions are led by our own ambition to play a leading role in shaping a more diverse and inclusive music profession.

What we mean by:

Equality	A fundamental part of a fair society in which everyone can have the best possible chance to succeed in life.
Diversity	Recognising that everyone is different in a variety of visible and non-visible ways, and that those differences are to be recognised, respected and valued.
Inclusion	The active creation of a learning, working and social environment that is welcoming, which recognises and celebrates difference, and that this is reflected in its structures, practices and attitudes.

Equality, Diversity and Inclusion: Strategic Objectives

- 1.** We will be an institution that leads by example; we will raise awareness and promote equality in a way that informs our culture and practices, is inclusive and removes any form of less favourable treatment or harassment.

We will do this by:

- ensuring everyone understands their responsibilities to foster an inclusive learning, working and social environment and are aware of relevant good practice policies, guidance, and support services
- ensuring diversity is reflected in our decision-making bodies and committees, and that they actively contribute to promoting equality and inclusive practice
- embedding structures and resources to support equality, diversity and inclusion activity across all areas of the RCM's learning, teaching, research and artistic activities, and its support services.

- 2.** We will attract, retain, and develop a diverse College community and strive to ensure that everyone can attain and succeed to the best of their abilities.

We will do this by:

- proactively engaging and encouraging applications for teaching, research, leadership and supporting services roles where we know there is an under-representation at different levels; we will pursue this through structured employment, career progression and leadership development opportunities
- ensuring we engage and inspire students from diverse backgrounds to apply to the RCM at junior, undergraduate and postgraduate levels. Students are recruited on the basis of their merits, abilities and potential, and we will make sure our admissions processes are fair and inclusive.
- ensuring we monitor and address differences in outcomes and opportunities for our diverse student community while they are studying by promoting equality in participation and progression.

- 3.** Be adaptive to the needs of our diverse RCM community, supporting flexible ways of learning and working that recognise potentially exclusionary factors in people's lives such as disability, caring responsibilities or economic disadvantage.

We will do this by:

- ensuring we promote equality and inclusion within all our working policies and practices.
- ensuring an inclusive approach to the delivery of learning, teaching, assessment, and performance opportunities.
- ensuring we embed inclusive practice to support research excellence.

4. Encourage an inclusive and supportive environment for all members of the RCM community.

We will do this by:

- understanding the diverse composition and needs of our staff and students by creating an environment which encourages disclosure as well as collecting and analysing robust information
- ensuring accessibility and inclusive practices to accommodate the needs of our staff, students and visitors when considering our current campus and future developments
- committing to promoting a culture based on the principles of respect, dignity and inclusion for everyone.

To ensure that these key objectives are realised, we will implement and monitor detailed actions that will specify targets, timescales and responsibilities. These actions will not be static but will be reviewed and reported annually to Senate and Council by the Equality, Diversity and Inclusion Committee to ensure they remain relevant.

Commitments

The College remains committed to not discriminating unfairly on the grounds of age, disability, sex, sexual orientation, gender reassignment, pregnancy and maternity, race (including colour, nationality and ethnic or national origin), religion or belief, marriage and civil partnership (all of which are 'protected characteristics' under the law); nor does it discriminate on the grounds of class or any other unjustifiable cause. The RCM has adopted the International Holocaust Remembrance Alliance [working definition of antisemitism](#) as a commitment that antisemitic behaviour will not be tolerated.

Monitoring

We will regularly collect, evaluate and publish data relevant to our equality, diversity and inclusion policies. This will be reported annually through the Equality, Diversity and Inclusion Committee to Senate and Council.

Policy review

We will regularly develop and review through improved equality impact assessments (EIAs) our policies and practices to ensure equality of opportunity and treatment of those who are, or seek to be, its students, employees or visitors. The College will also, where suitable, initiate new policies and practices.

Awareness

The College will encourage greater awareness of its aims, policies and procedures in the field of equality and diversity and provide appropriate information and training as required.

Failure to adhere to the policy

The Royal College of Music aims to ensure that every individual is treated with respect and dignity and that no student, member of staff or visitor is subjected to unfair discrimination. The College will do its utmost to protect students, staff and visitors from all forms of discriminatory and unacceptable behaviour, including micro-aggressions by any individual or groups within the institution, whether in person, online, or in any other way. Allegations of discriminatory behaviour on the part of students or staff will be dealt with promptly under either the Student Code of Conduct and Disciplinary Procedure, or the Staff Grievance and Disciplinary Procedures, as appropriate.