

# ROYAL COLLEGE OF MUSIC

## EQUALITY AND DIVERSITY STRATEGY 2017-27

*"Fifty scholarships have been established, of which twenty-five confer a free education in music, and twenty-five provide, not only a free education, but also maintenance for the scholars. Of these scholarships, half are held by boys and half by girls. I observe with pleasure that the various districts from which the scholars are drawn indicate the wide-spread distribution of a taste for music, and an adequate cultivation of music throughout the United Kingdom. London, with its vast population, sends only twelve out of the fifty. The remaining thirty-eight come as follows: twenty-eight from fourteen different counties in England, two from Scotland, six from Ireland, one from Wales, and one from Jersey. The occupations of the scholars are as various as the places from which they come. I find that a mill girl, the daughter of a brickmaker, and the son of a blacksmith, take high places in singing, and the son of a farm labourer in violin playing. The capacity of these candidates has been tested by an examination of unusual severity."*

Extract from speech of HRH The Prince of Wales, at the opening of the Royal College of Music as reported in *The Times*, 8 May 1883.

Equality, diversity and inclusion have been at the heart of the mission of the RCM since it was established. This commitment runs through the College's **strategic plan** and its sub-strategies and policies. The current strategic plan includes the following specific points (as extracted from the strategic plan):

### RCM in 2027 – a ten-year vision for the RCM - Access

- [by 2027] Recognising an obligation to be a relevant, persuasive advocate for music in the UK and beyond, the RCM has become an outward looking institution whose work changes lives – through performance, research, community initiatives and global collaboration. The RCM demonstrates relevance to society as a whole, beyond immediate musical and cultural agendas. The College has developed a network of strong political connections.
- [By 2027] Elite but not elitist, the College pursues further access and engagement locally, nationally and internationally, opening up online

resources to a worldwide audience, thus redefining membership of the RCM community. The RCM now [2027] reflects the diversity of contemporary society in the UK and beyond and has integrated pre-tertiary provision and community engagement into the RCM's programmes and ethos from age 4 up.

#### Widening engagement (including Junior Programmes and Sparks)

- Advocacy to promulgate the importance of music education at all ages through leadership and example
- Integrated Primary College, Junior College and learning and participation programme, within a strong and unified profile that is seamless with and supported by the College's HE work, developing a range of ways to bring the musically gifted and/or enthusiastic of all ages into involvement with the inspirational learning experience on offer

#### Supporting our professors and administrative staff

- A supportive professional environment that enables staff to realise their full potential
- Collaboration, understanding and equality of opportunity for academic and professional staff
- Valuing diversity among all our staff

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**The RCM promotes an inclusive learning and working environment in which students, staff, visitors and guests are supported and welcomed.**

The RCM will progress the above strategic plan commitments in the following ways:

#### Access and Participation

- The RCM will undertake initiatives to widen participation by UK students who are currently under-represented in the RCM community and in the wider music profession. Our focus will be to increase our recruitment of BAME students, those from lower socio-economic groups and disabled students and then to support these students through their studies and into successful careers
- The RCM will also address its wider responsibilities to music education through advocacy to promulgate the importance of music education at all ages through leadership and example
- The RCM will establish an integrated Primary College, Junior College and learning and participation programme, within a strong and unified profile that is seamless with and supported by the College's HE work, developing a range of ways to bring the musically

gifted and/or enthusiast of all ages into involvement with the inspirational learning experience on offer

### The role of the College estate

- The College has undertaken the largest investment in its estate in its history through the Courtyard redevelopment which is part of the More Music campaign, construction of a new state-of-the-art hall of residence (Prince Consort Village) and the purchase of the former ENB building, Markova House. Accessibility and circulation have been at the heart of these projects, with the aim to significantly improve step-free access around the estate for those with mobility and sight issues, supported by a programme of training for front-line staff

### Promoting Equal Opportunities and Diversity

- Working with the SU, the RCM undertakes regular initiatives to promote equal opportunities and diversity, such as its annual LGBTQ week, across the College community.
- The RCM undertakes regular staff equal pay reviews and gender pay gap reporting and has started staff ethnicity analysis
- Our gender pay gap commitments include:
  - seeking to recruit women for future professorial appointments in faculties/principal studies where women are under-represented
  - supporting women through professional development leadership opportunities
  - strengthening our policy and guidance on positive action statements in recruitment adverts
- A range of employment policies support the RCM's commitment to equality, diversity & inclusion such as flexible working practices and paternity and maternity policies; positive action statements in recruitment adverts to encourage greater diversity of applicants (including holding the Disability Confident Committed designation); "Unconscious Bias" training as part of the RCM's commitment to mandatory equality & diversity training

### Disability, mental health and wellbeing support

- The RCM aims to provide a positive and supportive environment, free from stigmatisation and discrimination, which enables students with mental health needs to fulfil their potential
- Applicants to RCM are invited to disclose whether they have any disability or health issue, including mental health problems. This not only gives the opportunity for reasonable adjustments to be made at audition, but also enables an early dialogue to be started with successful applicants about appropriate support for their studies
- Once enrolled, students are invited to set up a Learning Agreement, which documents the student's assessments and adjustments that are agreed; this is circulated in confidence to such staff as the student feels appropriate
- In 2019 the College increased its provision of support for student mental health: the College now provides access to both male and female counsellors, access to the Big White Wall, which provides 24/7 access to anonymous online support mediated by clinicians 365 days a year. Students also have access to Imperial College Health Centre,

which has further counsellors, including CBT practitioners, and a range of external resources, such as Nightline

- Annual SU Health & Wellbeing Weeks, in collaboration with Student Services, include sessions exploring topics such as performance anxiety, art therapy, meditation, yoga
- Student Services runs regular meditation sessions for staff and students. Free yoga classes are available and Student Services runs a subsidised scheme for hearing tests and musicians' custom-made earplugs
- All job applicants are invited to disclose whether they have any disability, health or mental health issue. This not only gives the opportunity for reasonable adjustments to be made at interview, but also enables an early dialogue to be started with successful applicants about appropriate support for their role on appointment
- Staff have access to an Employee Assistance Programme (including counselling) from Confidential Care (CiC) which provides psychological and emotional support, as well as practical assistance and information services including debt advice, legal, financial and tax advice, child and eldercare solutions. This is in addition to access to Imperial College's Occupational Health Service
- There are biannual Lunch & Learns sessions, open to all staff, on Wellbeing, Dignity & Behaviour at Work. Working in partnership with the Charity "Rethink Mental Illness", HR have a programme of training sessions on mental health issues for managers and staff
- Centre for Performance Science research is advancing the understanding of performers' health and wellbeing, creating and testing new approaches to training and working that enable performers to reach their full potential. Funded projects include: Musical Impact, Healthy Conservatoires, Mental Health Networks and the HEartS project examining the health, economic and social impact of the arts on public health.

## REALISING THE STRATEGY

- The College will produce an annual Equality and Diversity report which will set targets for the year ahead and review progress with initiatives set for the previous year
- This report will be submitted to Welfare & Diversity Committee, Directorate, Senate and Council
- This strategy will be informed by and will evolve alongside the RCM's Access and Participation Plan, including annual monitoring of that Plan