EQUITY, DIVERSITY AND INCLUSION POLICY

Version	5.1
Effective date	On approval
Date for review	November 2027
Policy owner	Chief Executive
Reference points	Equality Act 2010 and applicable education duties; NHAM Student Disability and Reasonable Adjustments Policy; BIMM partner arrangements; OfS E6 where relevant; current EHRC guidance.
Audience/handling notes	Institutional, Staff, Students, External, Public
Dissemination and implementation plan	This is a public statement, published on NHAM's website and reviewed annually. Academy staff receive training on this statement and it is referenced in the staff handbook, students are made aware of this statement in the student handbook and at induction. The Chief Executive is responsible for the dissemination and implementation of this plan as part of institutional-wide policy to promote EDI at all levels of NHAM.
Linked Policies, Procedures and Forms	Staff Handbook, Student Handbook, Student Code of Conduct, Staff Code of Conduct, Student Disciplinary Policy, Staff Disciplinary Policy, Admissions Policy, Bullying & Harassment Policy, Sexual Misconduct Policy, Safeguarding Policy, Student Complaints & Grievance Policy, Staff Complaints & Grievance Policy.
Date approved	Pending approval

1 Introduction

EQUITY	Ensuring fair access, opportunities, and resources for all, addressing systemic barriers and historic disadvantage.
DIVERSITY	Recognising, respecting and valuing people's differences.
INCLUSION	Creating a culture where everyone feels they belong, is respected, and can thrive.

The Notting Hill Academy of Music (NHAM) aims to reflect and celebrate the diversity of the music industry and wider society. We are committed to eliminating unlawful discrimination, advancing equality of opportunity, and fostering good relations between people with different experiences and identities.

We will:

- Champion equity, diversity, and inclusion (EDI) in all aspects of our work.
- Embed EDI in decision-making, governance, curriculum design, recruitment, and student support.
- Take active steps to identify and remove barriers to participation and progression.

2 Equity and Diversity

We comply fully with the Equality Act 2010 and its Public Sector Equality Duty to:

- Eliminate unlawful discrimination, harassment, and victimisation.
- Advance equality of opportunity.
- Foster good relations between different groups.

We oppose all forms of discrimination based on:

- Age
- Disability
- Gender reassignment
- Marriage and civil partnership
- Pregnancy and maternity
- Race (including colour, nationality, ethnic or national origin)
- Religion or belief
- Sex
- Sexual orientation

In line with the Act, we may use *positive action* to address under-representation.

We will:

- Ensure fair, merit-based recruitment and admissions processes.
- Support all staff and students to reach their potential.
- Ask the Academy Manager for reasonable adjustments for study or assessment.
- Regularly review policies and procedures for equity impact.
- Monitor EDI data and act on any findings that indicate inequality.

3 Promoting inclusion

We recognise that diversity does not automatically lead to inclusivity. We accept that creating a community where every individual feels that they belong at NHAM is an ongoing and active process of rethinking how we operate to create a better shared understanding how we can best maximise our potential at NHAM.

- We recognise that diversity alone is not enough, our community must also be inclusive.
- We commit to:
- Embedding inclusive teaching, learning, and assessment practices (in line with QAA and BIMM standards).
- Providing staff with training in inclusive leadership and unconscious bias.
- Creating safe spaces for dialogue on EDI issues.
- Supporting student-led initiatives and networks.
- Reviewing physical and digital accessibility annually.

4 Responsibility of the Governance Committee

The Governance Committee of the Academy holds ultimate responsibility for the implementation of this policy and for meeting the obligations under the Equality Act 2010. The Governance Committee will:

Oversee compliance with the Equality Act 2010 and OfS conditions relating to EDI.
Review EDI performance annually using staff and student data.
Approve and monitor NHAM's EDI Action Plan.
Consider proposals from staff and students to improve EDI.
Review anonymised EDI evidence and share it with BIMM under agreed reporting arrangements.

5 Responsibility of Management, Staff and Students

Management will:

- Ensure all staff understand their EDI responsibilities.
- Provide learning and development opportunities in EDI.
- Monitor recruitment, promotion, and development for fairness.
- Respond promptly to grievances and discrimination concerns.

Staff will:

- Actively promote equality, diversity, and inclusion.
- Avoid discrimination, harassment, or victimisation.
- Report any discriminatory behaviour or barriers they observe.

Students will:

- Respect the diversity of the NHAM community.
- Avoid any form of harassment or bullying.
- Contribute to an inclusive learning environment.

6 Enforcement, Monitoring and Review

NHAM will:

- Collect, analyse, and report anonymised EDI data for staff and students.
- Conduct Equality Impact Assessments for key policies and changes.
- Monitor recruitment, retention, attainment, and progression by protected characteristic.
- Address any areas of under-representation or inequality with targeted actions.
- Review this policy annually and update to reflect legal and sector changes.

7 Grievances/Discipline

Students and employees have a right to pursue a complaint concerning discrimination or victimisation through the Academy Staff and Student Complaints & Grievance Policies or Harassment & Bullying Policy. Discrimination and victimisation will be treated as disciplinary offences, and they will be dealt with under the Staff and Student Disciplinary Procedures.

Students have a right to purpose a complaint concerning discrimination or victimisation through the Academy Bullying & Harassment Policy and Procedures. Such offences are deemed serious and will be dealt with in accordance with the Student Code of Conduct and Students Complaints Policy.

8 Accessible support and decisions

The Equality Act duties applicable to NHAM include protection from unlawful discrimination, harassment and victimisation and reasonable adjustments for disabled students. Any Public Sector Equality Duty applies to the relevant public functions where the legal test is met. Record applicability rather than assuming all public-body duties attach to NHAM.

Students and applicants can ask the Academy Manager for a confidential adjustments discussion at any stage. Provide an accessible alternative contact where the manager is involved in the concern. Discuss functional barriers, evidence proportionate to the request, the student's preferences and adjustments already used. Support must not wait for DSA where NHAM can reasonably remove a barrier itself.

Record agreed adjustments in a Learning Agreement with the student, responsible staff, implementation dates and a review. Consider teaching, assessment, physical access, industry activity and digital resources. Share only necessary adjustment information with staff. Ask BIMM to approve an adjustment affecting an academic rule or competence standard and identify a fair alternative where a requested change cannot be made.

Give written reasons for a refused or delayed adjustment and how to seek review or complain. Monitor whether agreed adjustments are actually delivered. Review access after a timetable, venue, assessment or health change. Offer an alternative format for policies and forms and support students to use complaints and appeals.

Policy, admissions, support and conduct decisions must consider individual circumstances. Broad labels about neurodivergence, mental health, nationality, religion, age or background must not replace evidence. Test proposed changes for differential impact and record improvements.