



EQUAL OPPORTUNITIES POLICY STATEMENT

The Repertory Theatre Project CIC ('theRTproject') is committed to treating all students, parents, members of staff and job applicants equally. We believe that everyone should have an equality of opportunity, and that individuals are respected for who they are.

The aim of this policy is to communicate the commitment of 'theRTproject' and to ensure that no student, parent/carer, member of staff or job applicant receives less favourable treatment on the grounds of:

- Race
- Disability
- Racial, ethnic or national origin
- Religion
- Gender, (including gender reassignment)
- Employment status
- Language
- Social or cultural background
- Behavioural or learning difficulties
- Age
- Gender orientation
- Marital or civil partnership status
- Sexual orientation or preference
- Having or not having dependents
- Spent criminal convictions
- Any other identifiable discriminatory cause

These policies apply to every aspect of 'theRTproject's' functions, which are:

- Teaching, learning, assessment and development of curricula
- Access and assessment

- Recruitment, retention and contracts
- Student services
- Community Engagement and external partnerships

1. Scope

This policy is explicitly designed to complement the Code of Practice for staff and the ethical obligations of the Senior Management Team. This statement is available to, and intended for, all members of 'theRTproject' community, including:

- Students
- Teaching staff
- Course Leaders
- Managers
- Office staff
- Senior Management Team
- Job applicants

2. Responsibilities

The ultimate responsibility for the implementation of this policy lies with the **Senior Management Team**. All **Senior Team Members** and the **Artistic Directors** have direct responsibility for the implementation of procedures relevant to their specific area of work.

Every member of 'theRTproject' community bears the responsibility of ensuring that they behave in a manner consistent with equal opportunity principles. It is the responsibility of everyone in 'theRTproject' to make these principles part of their conduct in relation to any and every person in 'theRTproject', including staff, students and prospective staff and students.

All students and members of staff have a legal and moral responsibility not to discriminate and to report incidents of discrimination against any individual or group of individuals.

Any student or member of staff found to be discriminating will face disciplinary proceedings.

'theRTproject' will endeavour to:

- Prevent occurrences of unlawful direct or indirect discrimination, harassment or victimisation
- Make this policy available to all members of 'theRTproject' community and job applicants
- Comply with its own equal opportunities policy

3. Ethos

'theRTproject' is committed to:

- Promoting a harmonious working and learning environment

- Providing the conditions and policies for an ethical teaching environment in which education is not focused on any particular group, but constantly strives to include everyone and allow everyone the opportunity to succeed
- Encouraging – and establishing the institutional possibility of – tutors, line managers, Head of Departments, and directors to be positive role models
- Fulfilling all its legal obligations in accordance with the Equality Act 2010, and exceeding those regulations to serve as an example to other institutions of Higher Education
- Keeping abreast of current equality legislation and associated codes of practice and making this clear to all staff and students

4. Race

‘theRTproject’ encourages every member of ‘theRTproject’ community to be actively engaged in anti-racism, inside and outside the educational institution. There are numerous organisations with which interested members of ‘theRTproject’ community can get involved in order to do this.

These include:

- Black Lives Matter
- Black Cultural Archives (London)
- Stop Hate UK
- The Stephen Lawrence Foundation

There are also many opportunities for free extracurricular education on anti-racism, which interested members of ‘theRTproject’ community are encouraged to get involved in.

These include:

- Tu White School of Architecture (<https://www.architecturetuwhite.org/resourceguides>)
- The Anti University (<https://www.antiuniversity.org/>)
- Guide to Allyship (<https://guidetoallyship.com/>)
- The Runnymede Trust (<https://www.runnymedetrust.org/>)
- Gal-dem (<https://gal-dem.com/>)
- Millennials Are Killing Capitalism (<https://millennialsarekillingcapitalism.libsyn.com/>)
- Equality and Human Rights Commission report on tackling racial harassment (<https://equalityhumanrights.com/sites/default/files/tackling-racial-harassment-universities-challenged.pdf>)

The choice of curriculum is crucial to ‘theRTproject’'s continuing commitment to anti-racism. ‘theRTproject’ is committed to teaching a diverse curriculum and focusing in class on an inclusive reading of the performing arts.

If any student feels that the curriculum is insufficiently diverse and relying on an overly traditional canon, this issue can be raised, in the first instance, with the **Director** or the **Welfare Officer**. It will then be passed on to the **Artistic Director**.

5. Implementation

It is of utmost importance to 'theRTproject' and its ethical values that there is a strict code of inclusive obligations to which 'theRTproject' staff hold themselves accountable. These obligations are both outlined in this Equal Opportunities Policy and practiced in the daily functioning of 'theRTproject'. These policies are implemented in the following ways:

- The Equal Opportunities Policy will be posted on theRTproject.com
- The Equal Opportunities Policy is not exhaustive or fixed; it is under constant review, and functions in response to current events and the particular requirements of 'theRTproject's students, staff and community
- Induction/training programs for staff will contain Equal Opportunity principles and responsibilities
- **Directors** are required to ensure that individuals are guided and supported by relevant information regarding equal opportunities

It is part of 'theRTproject's commitment to equal opportunities to create physical spaces and facilities that allow 'theRTproject' to be inclusive to all students, staff, visitors and other members of the 'theRTproject' community.

These physical spaces and facilities are:

- Gender-neutral toilets*
- Hearing loops during lectures and classes
- Dedicated spaces for multi-faith prayer and reflection
- Accessible parking bays and ramps and/or lifts to every level*
- Facilities for baby changing and breastfeeding
- The office of the **Welfare Officer** and the **Artistic Directors**, where any issues or problems with inclusive spaces can be voiced*

*where possible in rented spaces

6. Grievances

This policy statement aims to make the full breadth of legal, institutional, ethical and personal help available to those who have complaints to make regarding the way they have been treated within 'theRTproject'.

Under the obligations, policies and continuing intentions set out in this statement, anyone who feels that they have been unfairly treated in any of the ways listed above has recourse to the following actions:

- Registering a complaint with the **Welfare Officer** or the **Artistic Directors**, either during their office hours or by email

- Discussing the possibility of further action with the **Welfare Officer**
- If the complaint relates to the **Welfare Officer**, the complainant can register the complaint with the **Artistic Directors**.
- In the case that the above actions have not met a satisfactory conclusion for the complainant, there is the possibility of external review by application to the Office of the Independent Adjudicator for Higher Education (OIA).

A member of the 'theRTproject' community who feels victimised, as a consequence of making such a complaint in good faith must report it immediately.

Any complaint will be taken very seriously and will be dealt with in confidence and as soon as possible. It is the responsibility of the **Artistic Directors** to ensure that complaints are received and treated in this way.

A full description of the official complaints procedures for students is available in the 'complaint's procedure' section of 'theRTproject's' website, and for staff is available in the Staff Handbook.

Policy Updated Feb 2026

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