



Central Film School

**Equality, Diversity and Inclusion
Policy**

2023-24

Policy Statement

Central Film School recognises that providing equality of opportunity, valuing diversity and promoting a culture of inclusion are vital to our success.

We want our staff and students to reflect the diversity of the regional, national, and international communities that we serve and influence. We aim to be a place where people can be free to be themselves no matter what their identity or background.

By creating a working, learning and social environment in which individuals can utilise their skills and talents to the full without fear of prejudice or harassment, we aim to create a culture where everyone can reach their fullest potential.

We will ensure that equality is embedded in all of our activities, policies and decisions and will work with our partners to share good practice. Key to this is our commitment to implementing a programme of activity to progress our equality aims and objectives.

Scope

This policy applies to all current and potential students and staff working at Central Film School on a paid or voluntary basis, external examiners, consultants, and visitors or contractors who visit our premises. It covers discrimination on the basis of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion and/or belief, sex or sexual orientation as set out in the Equality Act (2010).

Commitment

Equality is at the heart of our Strategy which sets out our values and goals. Our aim is to make full use of people's talents and skills by creating an open and inclusive workplace culture where people from all backgrounds can work together with dignity and respect.

We will take active steps to fulfill our responsibilities and promote good practice by:

- Complying with legal obligations in a transparent manner
- Developing and publishing Institution-wide diversity objectives as well as mainstreaming equality, diversity and inclusion (EDI) in to the Institution's planning process for all departments and colleges
- Publishing this policy widely amongst staff and students, together with

policy assessments, equality analysis and results of monitoring

- Assessing the impact of policies and practices to identify, remove or mitigate any disadvantage to underrepresented groups
- Taking measures to eliminate discrimination
- Taking action to redress any gender, racial or other imbalance including monitoring the recruitment and progress of all students and staff, collecting and collating equalities information and data and publishing this as required, and acting on any inequality revealed by the data.
- Fostering good relations between persons who share a protected characteristic and persons who do not
- Promoting awareness and understanding of EDI matters among staff and students through policies, training, guidance and campaigns
- Engaging with staff and students in respect of changes which may affect their employment or study
- Ensuring that existing staff and students, as well as applicants to work or study, are treated fairly and judged solely on merit and by reference to their skills and abilities
- Raising awareness of our policies and commitment to EDI with external suppliers, contractors and partners and encouraging them to follow similar good practice
- Ensuring the School estate is, as far as reasonably possible, welcoming and accessible to all
- Making sure reasonable adjustments are made, as appropriate, to enable disabled staff and students to overcome barriers in the working, learning and social environment
- Requiring that learning and teaching material, where practical, includes positive, diverse, non-stereotypical content
- Ensuring staff and students are provided with appropriate tools so that they feel confident to discuss EDI issues and raise any concerns

- Dealing with potential and actual acts of discrimination, harassment and bullying appropriately under relevant Institution policy and taking appropriate action where necessary
- Consulting with staff, students, the Student Council etc. on EDI issues through existing mechanisms

The equality policy is fully supported by senior management and has been drafted in consultation with the whole academic community, including staff, students and Governing Body.

Details of the organisation's grievance and disciplinary policies and procedures can be found in the Staff Handbook. This includes with whom an employee should raise a grievance - usually their line manager. Students can refer to their complaints and appeals policies and procedures .

Use of the School's grievance and/or disciplinary procedures does not affect an employee's right to make a claim to an employment tribunal within three months of the alleged discrimination.

Document Title:	CFS Equality & Diversity Policy
Document Ref:	CFSEDIP 03
Version:	3.0
Issuing Authority:	CFS Academic Board
Owner:	Head of Operations
Author:	Ami Solomon - reviewed by Tim Lyne
Approval Date:	
Last Amended :	27/07/2023
Sensitivity:	Unclassified
Effective from:	September 2023 for Academic Year 2023/2024
Review Date:	Prior to the 2024/2025 Academic Year
History:	First Published: 01/09/2018