



Equality, Inclusion and Diversity Policy

Equality, Inclusion and Diversity Statement

The Collective Acting Studio is committed to promoting equality and diversity, to pursuing non-discriminatory policies and practice and eliminating unfair discrimination on grounds of age, gender, marital status, sexual orientation, pregnancy or maternity, change of gender, religion or belief, class, nationality, colour, ethnic origin, political belief, disability including special needs or length or type of contract (e.g. part-time or fixed-term). This is underpinned by the provisions of the single Equality Act 2010.

The Collective Acting Studio undertakes and promotes equality and diversity in recruitment and interviews and in employment, ensuring all staff have rights and responsibilities in relation to the promotion of equality. These rights and responsibilities come from Collective Acting Studio legal duties in promoting equality.

In fulfilling The Collective Studios commitment to its policy, The CEO will communicate to all staff the Collective Studio's Equality and Diversity Policy, informing them of their responsibilities in promoting and maintaining equality.

The Collective Studio ensures all employees are made aware that they have a personal responsibility to create and maintain an environment in which the individual is respected and each employee is accountable for their own behaviour.

The Collective Studio will not tolerate any acts of discrimination or harassment by staff or students, whether they are carried out intentionally or not, and will deal with such acts under its relevant disciplinary procedures.

Zero Tolerance Statement

At The Collective Acting Studio we believe all our community - our students, graduates, staff, Council members and visitors - have the right to study, work and live in an environment free from all prejudice and abuse. The Studio considers all forms of diversity a positive and enriching experience to be celebrated. We are therefore committed to a strict zero tolerance policy on any discrimination, harassment or bullying regarding sexual conduct, race, sex, disability, gender, age, sexual orientation, beliefs and socio-economic background.

We actively uphold the right of every individual and group within our community to be treated with dignity and respect. We believe everyone should be treated equitably. This means we fully support and encourage anyone who is experiencing/has experienced, or has witnessed, any form of discrimination, harassment or bullying to come forward and tell us and to receive support and advice; no act is



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considered too small to be addressed. Additionally, we promote in-house training to ensure staff and students are confident on how reporting works and how to seek support.

We take all such allegations seriously and will investigate thoroughly to ensure any such behaviour is challenged and that any appropriate actions are taken, which may include suspension, withdrawal, and dismissal, in order to ensure the security and comfort of our community and their environment.

We are openly committed to creating a secure, welcoming, and friendly environment, free from all racism, sexism, sexual misconduct, violence, bullying, and any form of sexual, physical, verbal or emotional abuse.