



Equality and Diversity Policy

For GAMTA GPRO (Triple Threat Training Ltd)

1. Policy Statement

At GAMTA we are committed to fostering a vibrant, inclusive, and respectful environment where creativity thrives and every individual feels valued and empowered. As a performing arts institution, we celebrate the richness that diversity brings to artistic expression and education. We are committed to promoting equality and eliminating discrimination in all aspects of college life — for students, staff, visiting artists, and our wider community.

2. Purpose

This policy exists to:

- Promote equality of opportunity across learning, teaching, performance, and employment.
 - Encourage a culture where diversity is celebrated as central to artistic and educational excellence.
 - Prevent discrimination, harassment, and victimisation in all areas of college activity.
 - Fulfil our legal duties under the **Equality Act 2010** and promote a culture of inclusion.
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3. Scope

This policy applies to:

- All students (full-time, part-time, and short course participants)
- All staff (academic, administrative, technical, and support)
- Visiting tutors, guest artists, collaborators, and contractors

- Audiences, community groups, and other stakeholders engaging with the college
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4. Our Commitments

As a performing arts college, we pledge to:

- Create a learning and working environment that embraces and reflects the diversity of society.
 - Ensure fair and equitable access to educational and creative opportunities.
 - Address systemic barriers and underrepresentation in the arts.
 - Encourage inclusive casting, programming, and content within curriculum and productions.
 - Engage in critical reflection on privilege, power, and representation in the performing arts.
 - Foster open dialogue on issues of identity, inclusion, and social justice.
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5. Protected Characteristics

We do not tolerate discrimination based on any of the protected characteristics under the Equality Act 2010:

- 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

We also actively consider the impact of **socioeconomic status, neurodiversity, and caring responsibilities** on access and participation in the arts.

6. Roles and Responsibilities

- **Principal and Senior Leadership:** Lead by example and ensure institutional accountability for inclusion.

- **Course Leaders and Tutors:** Embed inclusive practices in curriculum, teaching, and assessment.
 - **All Staff:** Promote respectful behaviour and challenge bias in daily interactions.
 - **Students:** Engage respectfully with diverse perspectives and experiences; speak out against exclusion.
 - **EDI Coordinator / Designated Officer:** Monitor equality data, provide training, and support inclusive initiatives.
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7. Implementation Strategies

We will take proactive steps to implement this policy by:

- Embedding EDI across curricula, student life, and artistic programming.
 - Providing training on unconscious bias, inclusive teaching, and equitable casting.
 - Ensuring audition and admissions processes are fair and inclusive.
 - Monitoring representation in student intake, staff recruitment, and programming.
 - Providing safe spaces and support for underrepresented and marginalised voices.
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8. Reporting and Accountability

Discrimination, harassment, or bullying will not be tolerated. Students and staff are encouraged to report concerns through the designated reporting procedures. Complaints will be investigated fairly and confidentially in accordance with the college's disciplinary and grievance procedures.

9. Monitoring and Review

We will:

- Collect and analyse equality data annually across key areas.
- Review curriculum content and casting practices through an EDI lens.
- Engage staff and students in regular consultation and review of this policy.
- Publish annual reports summarizing progress, gaps, and actions.

This policy will be reviewed at least every two years, or sooner if required by changes in legislation or practice.

10. Related Policies and Resources

- Anti-Harassment and Bullying Policy

- Admissions Policy
 - Safeguarding Policy
 - Student Code of Conduct
 - Inclusive Casting Guidelines
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11. Approval and Governance

Policy Owner: Shaaron Graham

Approved by: Senior Leadership Team

Effective Date: 1st August 2024

Next Review Date: 1st August 2025