

EQUAL OPPORTUNITIES POLICY

Bristol Academy of Drama (“the Company”), a UK based organisation whose office is at 55 Wellington Walk, Bristol BS10 5EU

Mission Statement

The Company is committed to promoting an environment where all individuals are encouraged to achieve their full potential and which values the diversity of all individuals.

The Company aims to ensure equal opportunities for all members of staff, potential members of staff, students, potential students, parents / carers, chaperones and volunteers.

Protected Group Characteristics:

The Company will not discriminate against anyone on the grounds of: Age, Disability, Sex / Gender Reassignment, Marriage or Civil Partnership, Pregnancy or having a child, Race including colour, nationality, ethnic or national origin, Religion, belief or lack of belief or Sexual Orientation.

No student, facilitator, applicant (student, staff or volunteer) will be treated less favourably than others because of her or his belonging to a protected group. The Company will comply with current legislation including the Equality Act 2010 and other relevant legislation and amendments to Acts:

Race Relations Act 1976, Amendment Act 2000, Sex Discrimination Act 1975, Equal Pay Act 1970, Disability Discrimination Act 1995, Special Needs and Disability Act 2001, Disability Discrimination Act 2005 and Disability Discrimination under the Equality Act 2010, Part Time Workers (Prevention of less favourable Treatment) Regulations 2000 and Part Time Employees Regulations 2010, Fixed Term Employees Regulations 2002, Sexual Orientation: Employment Equality Regulations 2003, Religion or Belief: Employment Equality Regulations 2003, Employment Rights Act 1996 and Employment Equality (Age) Regulations 2006. Protection from Harassment Act 1997, Human Rights Act 1998, Criminal Justice and Immigration Act 2008, Racial and Religious Hatred Act 2006, Civil Partnership Act 2004 and Gender Recognition Act 2004.

The Company will openly promote equality and diversity and will expect all staff (be it paid or volunteer) and students to uphold this ethos.

All new staff will have access to these policies and is available on our website for students and parents.

Raising an Issue:

If any person admitted as a student, appointed as facilitation staff, accepted as a volunteer or chaperone considers that she or he is suffering from unlawful discrimination, harassment or victimisation in her or his admission or appointment, they may make a complaint in the first instance to The Company.