



PiPeLine Productions Academies LTD
PiPeLine Productions Academy for the Urban Arts
Delius Arts & Cultural Centre
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Equality & Diversity Policy

1 Aims

This policy for students, staff, and volunteers is about promoting positive attitudes towards equality and diversity and to ensure that everyone working and studying at PiPeLine Productions Academies is treated fairly and with dignity and respect. This policy aims to ensure that no prospective or existing student, employee or volunteer shall receive less favourable treatment on the grounds of age, race, colour, nationality, ethnic origins, disability, HIV status, sexual orientation, gender, marital or parental status, gender re-assignment, religious belief or non-belief, political belief or social or economic class, pregnancy and maternity or any other basis that cannot be shown to be properly, legally, and/or morally justifiable.

This policy also extends to cover external contractors and organisations working with/for PiPeLine Productions Academies.

PiPeLine Production Academies will ensure that its policies, procedures and practices comply with current equality legislation. (The Equality Act 2010).

This policy sets out PiPeLine Production Academies' work in support of equality in the key areas of current legislation and highlights existing equality policies and schemes.

2 Equality Areas

2.1 Age

PiPeLine Production Academies values the diversity of students, employers and volunteers of all ages and aims to ensure that all staff and students are treated fairly and with dignity and respect.

2.2 Disability

PiPeLine Productions Academies will demonstrate that it supports and values the inclusion of people with disabilities by:

- creating a work and study environment which is inclusive and removes impairments to participation;
- enabling impaired staff, students and volunteers to reach their full potential through access to development opportunities and meeting specific access and support requirements;
- continuing to involve impaired people in the development of relevant strategies, policies and working practices;

- promoting its values through external partnerships and working closely with our partners;
- complying with legislation prohibiting disability discrimination and promoting disability equality.

2.3 Gender Reassignment

PiPeLine Production Academies values the diversity of its students, staff and volunteers, and aims to ensure that all transgender students are treated fairly and with dignity and respect.

2.4 Pregnancy and Maternity

PiPeLine Production Academies will aim to provide an environment where students, staff and volunteers would feel supported and treated fairly and with dignity and respect should they be pregnant, and also in maternity and whilst breastfeeding.

2.5 Race

PiPeLine Production Academies celebrates the diversity and differences between people of different ethnic backgrounds. This contributes to the richness of the educational experience and will never be used to discriminate against somebody in any way, tangible or intangible.

2.6 Religion, Belief, and Non-belief

PiPeLine Production Academies support students, staff and volunteers' rights to freedom of religion, belief, and non-belief in a non-judgemental and understanding way. We will actively incorporate an understanding of other belief systems into our curriculum and will actively support students, staff and volunteers' practice of their beliefs.

2.7 Gender

PiPeLine Productions Academies celebrates students, staff and volunteers regardless of gender and it promotes success in all of the students who use the service. The Academy adheres to the Sex Discrimination Act.

2.8 Sexual Orientation

The Academy values the diversity of its students, staff and volunteers and aims to ensure that all lesbian, gay, bisexual, asexual, and questioning students are welcomed and are treated fairly and with dignity and respect.

3 Teaching, Learning and Assessment

PiPeLine values the diversity of backgrounds and experiences that students, staff and volunteers bring to the academic environment and it is committed to meeting the needs of a diverse and changing cohort. The Academy aims to ensure that all teaching, learning and assessment strategies are equitable, undertaken with awareness of the different needs of people, and are directed towards the encouragement of academic and personal development.

The Academy recognises the importance of encouraging diversity to be reflected in the content of courses, teaching methods and forms of assessment.

4 Harassment

PiPeLine Production Academies aims to provide a stimulating and supportive environment for teaching, learning, and working, which will enable students and staff to fulfil their personal potential. All members have an important role to play in creating an environment where harassment is unacceptable. Students, staff or volunteers experiencing harassment or bullying in any form can inform any staff member who offer a first point of contact to anyone experiencing harassment. Any harassment will be taken seriously and acted upon accordingly.

5 Complaints

Students and staff who wish to make a complaint about an equality related matter should seek to do so in accordance with the PiPeLine complaints procedure. In the first instance a resolution should be sought by taking your complaint to a member of staff or a manager.