



BIMM
INSTITUTE

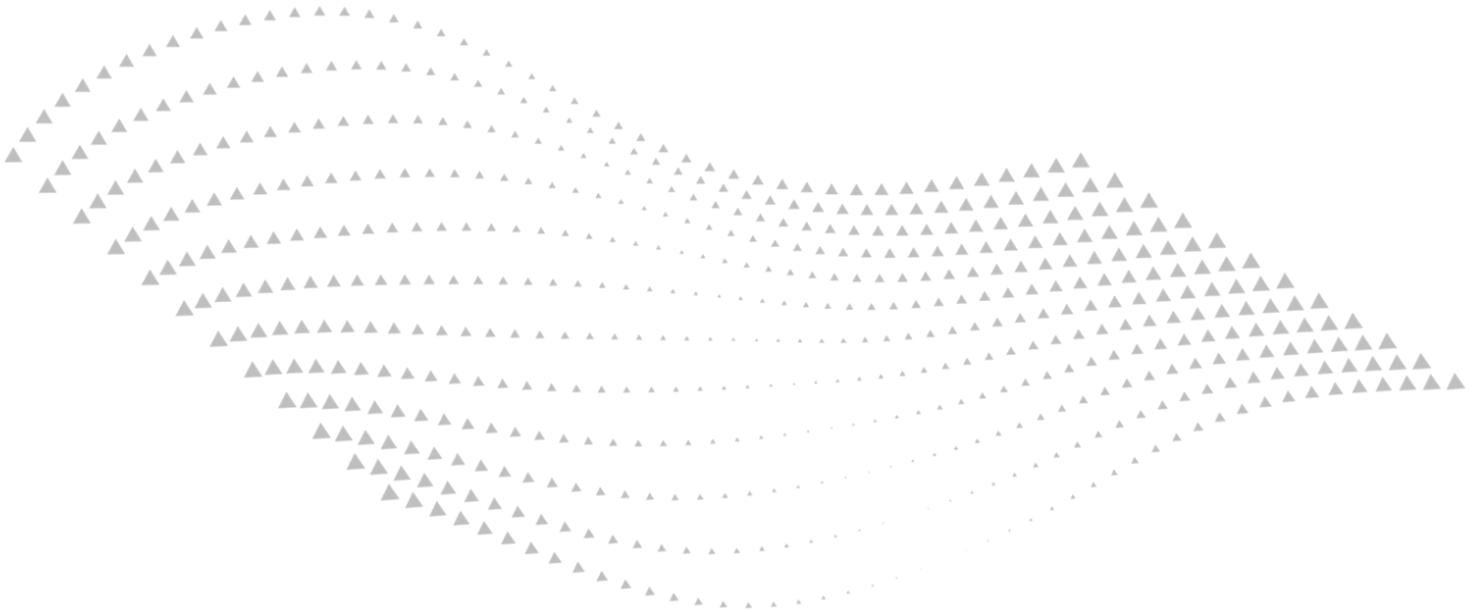


INSTITUTE FOR
CONTEMPORARY
THEATRE



PERFORMERS
COLLEGE

Student Equal Opportunities & Diversity Policy



Last approved: December 2020

Approved by: Academic Board

Next review due: December 2024



Scope

This Policy applies to BIMM Institute, the Institute of Contemporary Theatre and Performers' College (collectively referred to as "the Institute") and covers all students in-college, online, onstage and applies to all stages of the learning process, i.e. pre-entry, on course and at exit.

Mission Statement

The Institute will partner individuals, communities and businesses to achieve outstanding education and training successes. Our aim is to ensure every student has the chance to fulfil his or her potential.

The Institute is committed to the active promotion of Equal Opportunities and positive regard for all students. Everyone within the Institute will be expected to work to these principles and promote its philosophy.

General Principles

The Institute will, within the resources available:

- Strive to build a learning environment in which the individual needs of each student are identified and accommodated by an appropriate college response.
- Create opportunities for learning for all those who seek it and will aim to provide excellence in education and training for all its students and will enhance their individual potential focusing on the highest possible levels of student achievement and progression.
- Help create an environment which provides equality of opportunity and freedom from discrimination, harassment and bullying on the grounds of race, gender, class, sexual orientation, marital status, age, religion and belief, culture, mental health, learning difficulty, disability, ex-offending and any other factors.
- Promote the diversity of our students through our quality review, monitoring, tutorial and counselling procedures.
- Foster mutual respect and understanding between all members of the Institute community.
- Uphold all the requirements in equal opportunities law and will ensure that directors, staff and students are kept informed of national and local developments.
- Identify good practice and promote positive role models.
- Produce codes of practice and procedures to establish standards which are acceptable by:
 - Encouraging diversity and innovation
 - Embedding beliefs into other value driven initiatives
 - Training staff to understand the characteristics of all groups
 - Encouraging students to fulfil individual potential
 - Review procedures and codes of practice on an annual basis

Responsibilities

It is everybody's responsibility to uphold this Student Equal Opportunities & Diversity Policy. Overall responsibility for this policy lies with the Directors and Executive Principals. Within this, specific responsibilities are as follows:

Managers across the Institute will:

- Ensure practices are consistent with this policy;
- Promote staff awareness of the principles involved.

Staff within the Institute will:



- Foster mutual respect and understanding between all members of the college community.
- Ensure that measures are applied to develop equality of opportunity in accordance with the Policy and Code of Practice.

All students will:

Foster mutual respect and understanding between all members of the Institute community.

Positive Action

The Institute is committed to positive action as distinct to positive discrimination to enable all individuals to develop their full potential and to overcome the effects of discrimination.

Redress

All students who consider that they have been discriminated against should, in the first instance, contact the Head of Student Services or College Principal, who will be able to help resolve the issue informally or offer guidance for taking the matter to the formal stage.

Formal complaints regarding the Institute or a member of its staff should be addressed to cap@bimm.co.uk within 90 days of completing the informal process. Complaint forms can be found at <https://www.bimm.ac.uk/appeals-and-complaints/>.

Formal complaints regarding the behaviour of another student should be sent to the Head of Student Services, who will investigate the complaint and may invoke the Student Disciplinary Procedure.

The Institute will challenge all discrimination and will not hesitate to invoke its disciplinary procedures.

Code of Practice

All staff and students will respect equal opportunities and help to create an environment free from discrimination and prejudice.

We expect all students to:

- Help create an environment which provides equality of opportunity and freedom from discrimination and harassment on the grounds of race, gender, class, sexual orientation, marital status, age, religion and belief, culture, mental health, learning difficulty, disability, ex-offending and any other factors.
- Treat all members of the Institute community with respect and understanding.
- Be considerate of the rights and diversities of other Institute users, e.g. students, staff, visitors, etc.
- Bring to the Institute's attention any issues relating to discrimination, prejudice, bullying or harassment.

The Institute also operates within the full remit of the equal opportunities policies and procedures of our awarding and funding partners.