



DEI Policy

Last approved: 6th November 2024

Approved by: Bud Johnston

Next review due: August 2025

1. Introduction

From Mia Bird, Founder and CEO of BN1 Arts School

As the CEO of BN1 Arts School, I am acutely aware of the pressing need to address DEI within our institution. Creative Arts education, despite being a vibrant and creative field, has long struggled with issues of representation and inclusivity. This lack of diversity not only limits the range of stories and perspectives shared but also hinders the development of a truly rich and dynamic artistic community.

Historically, Creative Arts education has been underrepresented by certain demographics, leading to a narrow range of voices and experiences being highlighted. This affects the opportunities available and limits the scope of artistic expression and innovation. By recognising and addressing this, we aim to be part of a new narrative with new voices for the Creative Arts industry.

We recognise we can't solve all problems, however we aspire to always be working toward improvements.

1.1.BN1 Arts is committed to encouraging equality and diversity among our workforce, eliminating unlawful discrimination. The aim is for our workforce and student body to be truly representative of all sections of society, and for every person to feel respected and able to give their best.

1.2.The organisation - in providing education and training - is also committed against unlawful discrimination of staff, students, guests of BN1 Arts or members of the public.

2. Purpose of the policy

The policy's purpose is to set the standard of:

2.1.providing equality, fairness and respect for all in our employment or care, whether temporary, part-time or full-time; not unlawfully discriminating because of the [Equality Act 2010](#) protected characteristics of;

- age
- disability
- gender reassignment
- marriage and civil partnership
- pregnancy and maternity
- race (including colour, nationality, and ethnic or national origin)
- religion or belief
- sex (gender)
- sexual orientation

2.2. Opposing and avoiding all forms of unlawful discrimination.

For staff, this includes pay and benefits, terms and conditions of employment, dealing with grievances and discipline, dismissal, leave for parents, requests for flexible working, requests for reasonable adjustments and selection for employment, promotion, training or other developmental opportunities.

For students, this includes in terms and conditions of offering placements of study, dealing with grievances and discipline, requests for time away from their programme, support within their programme, progression through BN1 Arts or any other development opportunities.

BN1 Arts commits to:

2.3. lead a workplace and learning environment that truly embraces diversity as a way of learning and building from different experiences, perspectives and ideas. BN1 Arts commits to promote inclusion not just as good practice, but as a core value and strategy to ensure our team and students are empowered to reach their full potential.

2.4. creating a working and learning environment free from bullying, harassment, victimisation and unlawful discrimination, promoting dignity and respect for all, and where individual differences and the contributions of all staff and students are recognised and valued;

2.5 At BN1 Arts, we believe that achieving equality is the bare minimum. We are committed to building a more equitable and fairer environment for all. This commitment includes empowering our team and students through education and training on their rights and our role and responsibilities as an employer and educational organisation under this Diversity, Equity & Inclusion Policy.

3. BN1 Arts and Staff Responsibilities

All staff should understand that;

3.1.they, as well as their employer, can be held liable for:

- acts of bullying
- harassment
- victimisation
- and unlawful discrimination, in the course of their employment, against fellow employees, customers, suppliers and the public.

3.2.they will take seriously complaints of bullying, harassment, sexual harassment & abuse,

victimisation and unlawful discrimination by fellow employees, students, suppliers, visitors, the public and any others in the course of the organisation's work activities.

3.3. Such acts will be dealt with as misconduct under the organisation's grievance and disciplinary procedures, and any appropriate action will be taken. Particularly serious complaints could amount to gross misconduct and lead to dismissal without notice.

3.4. Sexual harassment may amount to both an employment rights matter and a criminal matter, such as in sexual assault allegations. In addition, harassment under the Protection from Harassment Act 1997 – which is not limited to circumstances where harassment relates to a protected characteristic – is a criminal offence.

3.5. BN1 Arts will provide opportunities for training, development and progress to all staff, who will be helped and encouraged to develop their full potential, so their talents and resources can be fully utilised to maximise the efficiency of the organisation.

3.6. Decisions concerning staff will be based on merit (apart from in any necessary and limited exemptions and exceptions allowed under the [Equality Act](#)).

3.7. BN1 Arts will review employment practices and procedures when necessary to ensure fairness, and also update them and the policy to take account of changes in the law.

3.8. The Senior Leadership Team will monitor the make-up of the workforce regarding demographic information such as age, gender, ethnic background, sexual orientation, religion or belief, and disability in encouraging equality and diversity, and in meeting the aims and commitments set out in the equality policy.

3.9. Monitoring will also include assessing how the DEI policy and any supporting action plans are working in practice, reviewing them annually and considering taking actions to address any issues.

4. Student Responsibilities

All students should understand that;

4.1. they can be held liable for acts of bullying, harassment, sexual harassment and abuse, victimisation and unlawful discrimination - to do this we are working on our own internal education module

4.2. they will take seriously complaints of bullying, harassment, victimisation and unlawful

discrimination

4.3. Such acts will be dealt with as misconduct under the organisation's Code of Conduct for Students - Policy, and any appropriate action will be taken. Particularly serious complaints could amount to gross misconduct and lead to permanent exclusion or become a criminal offence, which will be dealt with accordingly.

4.4. BN1 Arts will provide opportunities for training, development and progress to all students, who will be helped and encouraged to develop their full potential.

4.5. The Senior Leadership Team will monitor the make-up of the student body regarding demographic information such as age, gender, ethnic background, sexual orientation, religion or belief and disability in encouraging diversity, equity and inclusion, and in meeting the aims and commitments set out in the DEI policy. With the support of external consultancy we review progress on our DEI objectives monthly.

4.6. Monitoring will also include assessing how the DEI policy and any supporting action plans are working in practice, reviewing them annually and considering taking actions to address any issues.

5. Commitment

5.1. This DEI Policy is fully supported by the Senior Leadership Team. Details of the organisation's complaints and disciplinary policies and procedures can be found on the [BN1 Arts website](#).

Appendix: Types of discrimination recognised under the Equality Act:

Direct Discrimination: To be denied goods, services and/or fair treatment directly because you have a characteristic covered by the Equality Act (eg. refusing service to a customer because of their race)

Indirect Discrimination: To have goods, services and/or fair treatment denied to you due to a factor that bars you inadvertently due to having a characteristic covered by the Equality Act (e.g. staff being banned from wearing head coverings which impacts some faiths).

Discrimination by Association: To be denied goods, services and/or fair treatment because you are seen to associate with others who have a protected characteristic (eg. Being involved

in ecumenical work between different faiths and experiencing discrimination from people who dislike how you are associating with certain religious groups).

Discrimination by Perception: To be denied goods, services or fair treatment directly because you are perceived to have a protected characteristic (eg. Where somebody is perceived erroneously as gay and is refused a service and/or fair treatment on this basis).