

EQUALITY & DIVERSITY AND ANTI-HARASSMENT AT THE NATIONAL CENTRE FOR CIRCUS ARTS

EQUAL OPPORTUNITIES STATEMENT

The National Centre for Circus Arts (referred to here as the School) aims to support the principle of equal opportunities and opposes all forms of unlawful or unfair discrimination on the grounds of age, disability, gender reassignment, pregnancy and maternity, race, religion or belief, sex or sexual orientation.

Every possible step will be taken to ensure that individuals are treated equally and fairly. Students who believe that they have been denied equality of opportunity should pursue their complaint through the NCCA Complaints Procedure

DISABILITY STATEMENT

DEFINITION OF DISABILITY

The School recognises The Equality Act of 2010 definition of disability as any physical or mental impairment which has a substantial and long-term adverse effect on the individual's ability to carry out normal day to day activities.

This definition includes physical and mobility difficulties, visual and aural difficulties and impairments, learning difficulties including dyslexia, medical conditions and mental health problems. It includes students whose difficulties are of a short-term nature or whose disability is of a fluctuating nature [for example asthma]. It is also recognised that students may become aware of an existing disability, or become disabled, only after commencing the programme of study.

The School is aware that some students may not wish to disclose a disability for fear of rejection and therefore actively seeks to provide an environment where individuals will feel able to discuss the effects of a disability openly and with confidence.

The School works to ensure that all policies and procedures (including strategic planning and funding arrangements) enable students with dyslexia, other specific learning difficulties and disabilities to take a full part in all aspects of school life. The Code of Practice is encapsulated in the following statements:

- 1 The School will ensure that, as far as possible, information provided to potential and existing students (including the student handbook) is available in electronic form, and, where possible, in visual and audio form.
- 2 The School will ensure that all applicants receive an equal opportunity to be selected for the course
- 3 The School will ensure that applicants are given the opportunity at audition to disclose / discuss their disability in confidence with a member of staff

- 4 The School will ensure that enrolment, registration and induction of new students will accommodate the needs of disabled students
- 5 The School will ensure that the programme of study does not present unnecessary difficulties to students with dyslexia, specific learning difficulties and disabilities
- 6 The School will ensure that the delivery of the course of study will take into account the needs of disabled students
- 7 The School will ensure equitable treatment for all students involved in performances/activities on and off-site
- 8 The School will ensure that students with disabilities have equal access to the learning environment
- 9 The School will ensure that students with dyslexia, specific learning difficulties and disabilities have equal access to necessary equipment and facilities
- 10 The School will ensure that at all assessment points, disabled students will have the same opportunities to demonstrate achievement as their peers
- 11 The School will ensure that, in cases where students are unable to submit for assessment due to disability-related causes, academic progress will not be unjustifiably marred.
- 12 The School will ensure that training in disability awareness and appropriate support for students with disabilities is provided for all teaching and support staff
- 13 The School will seek to ensure that consideration be given to the early identification of students with disabilities and that the needs of all disabled students be addressed as quickly as possible, with appropriate action taken.
- 14 The School will ensure that guidance and support for disabled students is accessible and appropriate
- 15 The School will ensure that all students have full access to available support services
- 16 The School will ensure that there is a designated member of staff with suitable experience to provide support to disabled students
- 17 The School will regularly monitor and review support arrangements for disabled students

Students are encouraged to inform the Head of Academic Administration and Student Support or Student Support Manager of any instances of discrimination.

ANTI-HARASSMENT STATEMENT

All employees and students of the National Centre for Circus Arts have a right to an environment free from harassment where the dignity of the individual is respected.

Harassment is considered to be any form of inappropriate action, behavior, comments or physical contact, which is objectionable or causes offence. It can cause the recipient to feel threatened, humiliated, intimidated or bullied.

If anyone believes that they are being subjected to any form of harassment they are encouraged to talk in confidence to either a Year Manager or seek advice from the Student Support Manager or Head of Academic Administration and Student Support. The National Centre is committed to the elimination of harassment and it is hoped that this can be achieved informally. If it becomes necessary the NCCA disciplinary procedures can be imposed.

In exceptional circumstances, where a user of the National Centre has breached the Code of Conduct and in doing so impacts negatively upon other users of the National Centre, staff will be required to follow procedures as outlined in the Safe from Harm policy. Further details on this policy can be obtained by the Manager for HR and Administration.