RADA

RADA's Race Equity Policy – 2022

Purpose and scope

This document sets out RADA's Race Equity Policy as required under the Race Relations Act 1976, as amended by the Race Relations Amendment Act 2000 ("the Act"), and as outlined in the Equality Act 2010. It should be read in conjunction with RADA's Institutional Anti-Racism Action Plan (IA-RAP).
The policy applies to all registered students of the Academy, including those on part-time, distance and collaborative/validated programmes, all members of staff, including honorary staff, and all visitors to the Academy.

Copies of RADA's Race Equity Policy, and Institutional Anti-Racism Action Plan are available on RADA's website and from RADA's Student Academic Services and Human Resources respectively. If you would like this document in a different format, please contact RADA's Marketing and Communications department.

Background

We acknowledge that RADA's structures, systems, and practices have historically played a part in perpetuating racial inequality. We also recognise that racism can be a deliberate act or may occur as a result of actions that unintentionally or inadvertently cause discrimination. We are therefore committed to scrutinising the structures that have enabled racism – whether intentional or unintentional – to go unchecked within our institution, and aim to put systems and processes in place that will enable RADA to uphold its anti-racism agenda and comply with the 2010 Equality Act's General Duty, by giving due regard for the need to:

- Eliminate unlawful racial discrimination
- Promote equality of opportunity; and
- Promote good relations between people from different racial groups

Statement of intent

RADA is committed to addressing race discrimination, promoting equality of opportunity and good race relations across its activities, through the implementation of its Race Equity Policy. In addition to this RADA has created an action plan that will serve as an anti-racism road map for the next five years. This Institutional Anti-Racism Action Plan (IA-RAP) outlines five key strategic priorities with regard to anti-racism, and they are as follows:

- Curriculum review
- Visible leadership – from RADA's Senior Leadership Team (SLT) and Board of Governors
- Anti-racism training – throughout the academy
- Targeted recruitment and progression – of Global Majority staff and students
- Well-being – of Global Majority staff and students

Specific details of the strategic priorities are outlined in the IA-RAP.

Accountability

Eleven areas of activity have been identified across the academy and each area has a designated anti-racism lead. The anti-racism leads will be responsible for keeping the anti-racism agenda central to all the work that relates specifically to their area of activity and for aligning that work with the objectives outlined in the IA-RAP.

Monitoring

The anti-racism leads will monitor the progress of the five key strategic priorities set out in the IA-RAP.

Auditing

The actions outlined in the IA-RAP will be tracked at the monthly anti-racism leads meetings. The anti-racism leads group will be responsible for submitting annual reports for their areas of activity.

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Measuring success
Quantitative and qualitative data will be gathered from the monitoring and auditing processes. The data will be used to support the assessment of the impact of policies on staff and students.

Evidence of progress
The Director of Equity will draft an anti-racism report annually, which will include the sub-reports of the anti-racism leads, and the results of impact assessments and data monitoring.

Transparency
Copies of the annual report will be available to students, staff and the general public following the report to Council. The report will be available on RADA's website and hard copies will be available from Academic Services and Human Resources.

Review
The implementation of the policy and action plan will be reviewed on an annual basis by the Director of Equity and the Anti-Racism Leads Group by way of an annual report submitted to Council. The report will outline progress against objectives set out in the action plan and will also include any recommendations for improvements to the action plan that have emerged during the review.

Responsibilities
All staff, under the guidance of the Director of Equity, are responsible for upholding RADA's Race Equity Policy and Institutional Anti-Racism Action Plan. However, ultimate responsibility for upholding the commitments outlined in both policies lie with the Principal and the Chair of the Board of Governors.

Niamh Dowling
Principal

Marcus Ryder
Chair of Council