



EQUALITY AND DIVERSITY POLICY

1. Introduction

The International College of Musical Theatre (The ICMT) believes an equitable and inclusive learning environment creates empowering and supportive experiences that build a more just and compassionate world.

We are committed to providing equal treatment for all students and staff regardless of age, disability, ethnicity, gender identity, marriage or civil partnership, pregnancy or maternity status, religion or beliefs, sex and sexual orientation.

The ICMT is a place where all members feel empowered, embraced, and celebrated for who they are. We provide students, faculty, and staff with the resources, tools and opportunities needed to engage ethically with the larger community and shape the future. We are committed to exploring and understanding personal and systemic biases so that students can become the best form of themselves and advocate for others. Students are encouraged to take action to defend and support each other in ways that facilitate and deepen their understanding of power, personal responsibility, and social change.

At the ICMT, our diversity is our unity and a cornerstone of our growth as human beings and global citizens.

2. Aims to:

- Provide a safe place for our students to express their authentic identities and appreciate the many ways in which diversity enriches our lives.
- Attract unique individuals from different backgrounds, identities, and beliefs. We are committed to creating a nurturing environment where all our students and faculty are equally valued and respected.
- Actively attempt to fight intolerance, discrimination, and inequity.
- Follow our legal duties outlined in the Equality Act 2010.

3. Who this applies to:

This applies to all members of the ICMT community, including ICMT management, staff, students, freelance tutors, contractors, and potential students.

4. Audition and Admission

Everyone who applies to the ICMT will be considered equally and will be selected based on their application, aptitude, skill and potential. Our audition requirements and process are published on our website.

5. Staff

All staff have the right to work and relax in an environment where they are free from any kind of discrimination.

No member of staff will be treated less (or more) favourably than another because of any protected characteristic. Employment and advancement within the ICMT will be determined on performance, personal merit, and ability to fulfil the duties of the role.

The ICMT commits to seeking out staff from a diverse range of backgrounds.

6. Students

All students have the right to study and relax in an environment where they are free from any kind of discrimination. All students will be given equal opportunities to enjoy and fulfil all aspects of their training experience. Academic progression will be determined based on the students' performance, ability, and aptitude.

7. Black Lives Matter Movement, June 2020 Statement

The ICMT stands in unity with the black community against violence and systemic racism.

The 'Black Lives Matter' movement has encouraged us to look at how we can better protect all our students against any form of discrimination, harassment, or bullying. We are committed to developing a robust process and policy that will do just that.

8. Concerns and Breaches

Any student or staff who is in breach of this policy may be sanctioned in accordance with our disciplinary procedures. Any complaints or concerns made should be addressed to the Principal.