

LIPA

Equality and Diversity Policy Statement

Our Commitment

We aim to achieve equality of opportunity in employment and access to education and training in the performing arts.

We are committed to the provision of an excellent and challenging learning environment for students and staff. As a part of this mission we recognise the worth and potential of every individual and the need to work together to challenge disadvantage and create opportunities. To this end we have developed a number of policies relating to age, disability, gender, sexual orientation and race; within these we wish to demonstrate an underlying philosophical commitment to value and respect individuals, and a conviction that we should maximise their potential.

We aim to provide a framework of policies and procedures through which an anti-discriminatory environment can be achieved throughout the institution, barriers can be broken down and opportunities extended to encourage members of under-represented groups to apply for jobs or take up our learning programmes to enrich their careers.

We will adhere to declared selection, recruitment and admissions procedures throughout the institution and to the effective monitoring of recruitment, selection, admissions, grievances, examinations and performance assessment. In addition, curricula, teaching and learning methods and schedules will be designed to meet the requirements of our EO policies.

We will establish support mechanisms for staff and students who are the subject of discrimination or sexual/racial harassment.

We will make every effort to ensure that the structures, services, physical environment and buildings reflect the needs of all members of the community.

We will make every effort to ensure that traders, contractors, institutions, organisations or individuals who interact with LIPA are aware of this policy.

It is a condition of employment at LIPA that staff adhere to this policy.

Note: A separate booklet exists which describes in detail LIPA's equality and diversity policies and procedures

Please complete the monitoring form attached to your application form. Please note that this will be separated from your application and the shortlisting panel will not have sight of this.