

ANTI-RACISM ACTION PLAN

October 2020

	ACTION RAISED (EQUALITY ACTION PLAN ALIGNMENT)	DEADLINE	ACCOUNTABILITY
	SUPPORTING AND ENGAGING STUDENTS, AUDIENCES AND COMMUNITIES		
1	Convene a focus group to consider issues of race as part of the College SEP consultation	Sep 2020	BW/ML
2	Membership of/engagement with leading sector organisations	Sep 2020	SMT
3	A support network for students across protected characteristics (EAP Action 3.3) including through the tutorial systems in place for different programmes	Sep 2020	BW
4	Extending counselling service to increase range of expertise (EAP Action 3.3)	Sep 2020	BW
5	Student hardship fund increased 300% to strengthen the College's ability to reduce financial inequalities that significantly impact on any students' ability to engage in their study programme (EAP Action 3.4)	Sep 2020	LS/MW
	CREATIVE PRACTICE		
6	Staff appointments made	Sep 2020	SC/TRE
7	RWCMD 'Respectful Space' statement	Sep 2020	HG/BW/KSD
	DEVELOPING STRUCTURES AND TRAINING		
8	Amended student complaints system following review through 2019/20 (EAP Action 3.4)	Sep 2020	ML
9	2020 staff development day on EDI awareness and training, with particular focus on race and racism. (EAP Action 4.2)	Sep 2020	HG
10	A revised 2-week induction for all new students, focused on relevant aspects of EDI agenda including (EAP Action 3.3) – Tonic Theatre (team of 4 including 2 ethnic minority people) devised content of week 2, facilitated with additional group of RWCMD alumni and 1 current student (including several members of the BLM collective)	Sep 2020	HG/BW
11	Create a College strategic working group on staffing and the people plan, ensuring consideration of EDI priorities (EAP Action 4.1)	Sep 2020	MD
12	Committee to monitor Bursary and Scholarship support set up	Sep 2020	MD

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	SUPPORTING AND ENGAGING STUDENTS, AUDIENCES AND COMMUNITIES		
1	Publish the BLM action plan, with reference to the SEP and its action plan	Oct 2020	BW
2	Make the EDI strategy and action plan a major focus for the RWCMD Board away day 2020	Oct 2020	HG
3	Report back to Acting Course Board and Board of Directors on actions taken in response to the specific incidents mentioned in student testimonials and presented to these Boards	Nov 2020	HG
4	Create an advisory group on matters of race for the College EDI Committee, bringing together perspectives of students, staff, alumni, industry and community expertise	Dec 2020	HG
5	Create a student support and industry liaison forum for ethnic minority students, in both Music and Drama, with input from key RWCMD Fellows including actor, Rakie Ayola	Dec 2020	JM and TRE
6	Identify further training required for all students across year groups, following on from the revised student induction	Feb 2021	HG/SC/TRE
	CREATIVE PRACTICE		
7	Embed further ethnic minority staff within Music and Drama	Oct 2020	SC/TRE
8	Establish Artistic Planning group with an objective to propose an integrated set of pledges across protected characteristics for the programming of College-led work and visiting artists across performing arts (EAP Action 2.1)	Oct 2020	KSD/PK
9	Embed EDI objectives within all curriculum development, including (re)validation processes in preparation for the validation cycle in 2020/21 (EAP Action 3.2)	Oct 2020	IH/Academic Strategy
10	Set progressive targets overall for increasing the diversity of our student community across protected characteristics, with attendant outreach and engagement plans for each degree programme (EAP Action 3.1)	Dec 2020	TRE/SC
11	Establish clear targets on audience development (EAP Action 8)	Feb 2021	PK/KS
	DEVELOPING STRUCTURES AND TRAINING		
12	Establish clear supervision of EDI strategy and action plan and annual reporting; and similarly for the Anti-Racism Action Plan: relationship to EDI committee, other College committees, SMT, Board and USW, and set plan to make this transparent and 'owned' across the College (EAP Action 1.2)	Nov 2020	HG/BW/MD

13	Cross-reference EDI objectives throughout the Academic Strategy (EAP Action 1.2)	Feb 2021	Academic Board
14	Establish data collection and analysis required for effective monitoring/evaluation of the action plan and identify all resource implications. (EAP Action 8.1)	Feb 2021	MD
15	Pilot staff training and professional development components (both online and face-to-face). Map staff training plan for rest of the year and 2021/22.	Sep 2020	MD
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	SUPPORTING AND ENGAGING STUDENTS, AUDIENCES AND COMMUNITIES		
1	Develop a strategy to establish ring-fenced talent scholarships for students with protected characteristics (EAP Action 3.1). Announce our intention to identify specific scholarships for ethnic minority students.	Sep 2021	SC/TRE KP LH
	CREATIVE PRACTICE		
2	Embrace a College-wide approach to ongoing review of each degree programme in relation to anti-racism, ensuring consultation with relevant alumni and industry representatives, as well as those with protected characteristics (EAP Action 3.2)	Sep 2021	JM/SC/TRE/KP
	DEVELOPING STRUCTURES AND TRAINING		
3	Roll out anti-racism training and development for all students, including specialist elements according to discipline as appropriate. (EAP Action 3.2)	Sep 2021	AJ/CLTEC
4	Set progressive targets for increasing diversity within the staff community, and launch revised staff recruitment processes and support for staff progression (EAP Action 4.2)	Sep 2021	MD
5	Have a comprehensive staff training programme in place (EAP Action 4.4)	Sep 2021	MD