



RARE STUDIO AND RARE SCHOOL OF FASHION AND ART

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# **Equality, Diversity & Inclusion Policy**

2024-25

# Equality, Diversity & Inclusion

Rare is committed to fostering an environment in which equality, diversity and inclusivity are integral to our daily activities.

We will strive to ensure that everyone's working lives are free from harassment and bullying and that everyone is treated with dignity and respect throughout the whole employee journey, from recruitment and selection through to employment.

We will strive to ensure that every student's education is delivered in a setting that is free from harassment and bullying and that every individual is treated with dignity and respect throughout their whole educational journey.

## **Objectives**

Rare will comply with its legal requirements under the Equality Act 2020 and will ensure that every student, staff member and associate is protected from being directly or indirectly discriminated against, on the grounds of any of the following protected characteristics:

- age
- disability
- gender reassignment
- marriage and civil partnership
- pregnancy and maternity
- race
- religion or belief
- sex
- sexual orientation.

## **Through effective governance, management, and education, we are committed to:**

- promoting equality, diversity and social inclusion amongst our students, staff, partners, and all those we work with
- challenging and eradicating discrimination wherever we encounter it and encouraging students and staff members to report any behaviour or conduct that compromises Rare's values or integrity
- providing responsive and accessible services that meet individual needs
- continually reviewing and auditing our equality, diversity, and inclusion activities and ensuring we keep our approach up to date with changes in society, legislation, and regulation.

## **We will achieve our objectives by:**

- promoting an environment that provides all our students a space free of discrimination and prejudice

- removing any barriers that limit access to services and where possible tailor service delivery to meet individual needs
- providing accessible information and a variety of ways in which our students can have their say on all our services
- building on good practice
- being an inclusive employer and School
- developing and promoting recruitment policies and practices that give everyone equal access to employment opportunities
- exercising zero tolerance of bullying and harassment, and ensuring that everyone knows about their rights of protection
- making sure that all managers and staff know and understand the purpose of this policy.

### **Monitoring and Reviewing**

It is the responsibility of the Principal to ensure that our equality, diversity, and inclusion aims are kept under review and are implemented throughout Rare.

Rare Management Team has specific accountability in conjunction with HR for monitoring the implementation of this equality, diversity, and inclusion policy.

The policy is reviewed annually, and earlier in the event of significant social, legal, or regulatory changes.