

Equality, Equity, Diversity and Inclusion Action Strategy 2024-2030

Introduction

NSCD is committed to creating a culture where equality, equity and diversity are central to our ethos and operating principles. NSCD embraces the importance of fostering and developing a diverse community in all aspects of the organisation. NSCD aims to embed equality, equity, diversity and inclusion through all areas of activity, including, but not limited to:

- Higher Education, pre-vocational, and learning & participation provision
- Facilities and resourcing provision
- Staffing
- Outreach
- Partnerships

NSCD ensures that all activity is in line with the Equality Act (2010), as outlined in our EEDI policy. Alongside NSCD's commitment in relation to the protected characteristics as outlined in the Equality Act, NSCD has developed aspirational targets looking to reflect all areas of potential discrimination, with particular focus on the following:

- Gender/Sex, including sexual orientation and gender reassignment
- Race and ethnicity, including language and heritage
- Religion and beliefs
- Disability, including physical and mental impairments
- Financial situations
- Individual circumstances, including marriage/civil partnership, pregnancy, maternity/paternity, childcare, dependants and age
- Lived experiences and identity, including care experienced, care leavers, and trauma

NSCD has highlighted the following groups as the key stakeholders most engaged with NSCD activity on an ongoing basis:

- Staff, including those on ongoing contracts, employed through agencies, self-employed and guest artists, volunteers and prospective staff
- Students, including those in higher education, pre-vocational, learning and participation, prospective students and alumni
- Partners, including organisations, dance companies, artists and contractors
- Audience, including national portfolio organisation activity, student work, performances through partner organisations, site specific and accidental audience, and prospective audiences
- Communities, including the localities of Chapeltown, Leeds, the North East, national and international, alongside those communities formed around dance and artistic practice

Connection to School Strategic Plan 2023-2030

Embedded through our current strategic plan is an underlying commitment to Equality, Equity, Diversity and Inclusion. Within all four of our strategic development strands, shaping who we are, building our foundation, building our visibility and profile, and shaping our future, EEDI is critical to both our successful development and our institutional values. NSCD aims to utilise EEDI as a lens through which to make a difference through the art form, and in how we interact with all our key stakeholders. NSCD sees corporate social responsibility as crucial to enable our aims of enabling sustainable growth, ensuring financial stability and continuing to develop institutional resilience.

NSCD also has a responsibility in how we present ourselves and are visible to the outside world with consideration of the principles of EEDI critical in how we build relationships, communities and make a difference through the experiences of our audiences, staff and students. By embracing EEDI in this way it can be a key driver in shaping our future, giving us a clear focus and rationale to take meaningful action.

Strategic Overview

NSCD has 4 key priorities for our 2023-2030 action plan - accessibility, representation of race, ethnicity, cultural background and disability, representation of students from under represented and under resourced backgrounds, and staffing resources, provision and institutional culture. These 4 priorities align with our access and participation plan 2022/23 to 2026/27 and enable us to target meaningful and achievable action within the timeframe of this action strategy. Under each priority area we have highlighted the key objectives through which this work can grow and develop over the coming 6 years. Each objective is also linked to our EEDI commitments as found here: <https://www.nscd.ac.uk/equality-diversity-inclusion/>.

NSCD are committed to each of these priorities for the duration of 2023-2030, however, we will invest resources to focus each priority for a minimum of 2 years.

Priority 1. Accessibility 2023-2025		
No.	Objective	Commitment
1a	To evaluate the current accessibility of NSCD facilities, website, curriculum, and policies, to better understand the barriers in place to NSCD stakeholders.	1. Listen and engage
1b	To target and implement key improvement to our physical spaces, based on potential impact and financial viability, to increase the accessibility of NSCD facilities.	2. Cultivate a culture of awareness and responsiveness
1c	To improve access of disabled users to the NSCD website and social media platforms.	2. Cultivate a culture of awareness and responsiveness
1d	To review and improve NSCD's curriculums across higher education, pre-vocational and participation strands to ensure that all learning and teaching is as accessible as possible.	3. Challenge
1e	To ensure all NSCD policies, guidance and handbooks are both easy to access and take into account the needs of all groups.	2. Cultivate a culture of awareness and responsiveness
Priority 2. Representation of race, ethnicity, cultural background and disability 2025-2027		
No.	Objective	Commitment
2a	To monitor staff, guest teachers and partners to ensure practice reflects local, UK-wide and international diversity.	4. Represent
2b	To audit, and update as needed, our policies and curriculum to ensure that they offer equity and representation of all disability, ethnicity, race and cultural backgrounds.	1. Listen and engage 4. Represent
2c	To monitor and review both our external profile and outward facing activities to ensure they accurately reflect our commitment to diversity.	4. Represent 5. Monitor and share

2d	To increase the number of students from the Global Majority, with focus on those groups least represented within NSCD.	4. Represent
Priority 3. Representation of students from under represented areas and under resourced backgrounds 2027-2029		
No.	Objective	Commitment
3a	To increase the number of students from IMD Quintile 1 & 2 in line with sector benchmarking.	4. Represent
3b	To increase the number of students from low household incomes.	4. Represent
Priority 4. Staffing resource, provision and institutional culture 2023-30		
No.	Objective	Commitment
4a	To evaluate the areas of strength and weaknesses within workforce provision, staff policies and training, and look to address areas of institutional vulnerability.	3. Challenge