

EEDI 2023-24 Annual Report Summary

Throughout academic year 2023-24, NSCD's Equality, Equity, Diversity and Inclusion (EEDI) Committee has strengthened its purpose by creating an EEDI Policy and an EEDI Action Strategy which identifies 4 priorities for NSCD between 2023-2030 which are:

Priority One: Accessibility.

Priority Two: Representation of race, ethnicity, cultural background and disability.

Priority Three: Representation of students from underrepresented areas and under resourced backgrounds.

Priority Four: Staffing resource, provision and institutional culture.

Work towards Priority One: Accessibility, had already begun. In 2022-23, *Totally Inclusive People* conducted an audit of the accessibility of NSCDs curriculum modules, student handbook, policies and procedures, building and website.

The future recommendations suggested after this audit formed the basis of the EEDI action plan, of which 18 items have been completed and 22 are ongoing.

Highlights of changes include:

- Changes to facilities to make spaces more accessible for wheelchair users, such as lowering the café counter and purchasing durable ramps for backstage of the Riley Theatre.
- Inclusivity training offered to all staff and all new starter students.
- Easy-read guides of student policies created.
- Access widget added to NSCDs website.

Going into 2024-25, work will start on Priority Two: Representation of race, ethnicity, cultural background and disability, where NSCD will work with Minoti Parikh of *TPL Experiences* who will survey staff to understand staff experiences and opinions on how equal, equitable, diverse and inclusive NSCD is. This survey (done externally) will result in some future recommendations, but also some workshops which will aim to inform and improve NSCD practices.

During 2023-24, NSCD has also established a partnership with *StopGap Dance Company*. Together, both organisations work to support the development of an increasingly inclusive dance sector, building on each other's strong commitment to equity, equality and access. This partnership resulted in continuing professional development for teaching staff and the co-artistic director sharing practice with BA2 students. There are plans next academic year to work together to share practice on inclusive ballet teaching, to have a choreographic commission from a disabled artist and to take students to watch Stopgap perform.

By changing the model of Student Union (SU), NSCD have also strengthened its processes of including student voice in its committee and board membership. Six diversity student representatives were recruited, all of whom have lived experience. These diversity representatives are members of EEDI Committee, Access & Participation Committee, Learning Teaching Quality Assurance Committee and Senate and provide vital insight from the students' perspective and help communication between staff and students.

The diversity reps, alongside the SU president and vice president have also planned and delivered a student intersectionality event and make up the membership of the new Diversity Working Group.

Going into 2024-25, alongside the Diversity Audit, and continuing to work on the EEDI action plan, the EEDI Committee will ensure that NSCDs website has an Access page, enabling users to make informed decisions about whether NSCD is accessible for them. They will also re-visit the Inclusivity Protocols to ensure that they are embedded within the School and deliver an extensive staff and student diversity training programme.