
Equal Opportunities Policy

1. Policy

1.1. Evolution is committed to providing equal opportunities to all applicants for study regardless of their sex, race, colour, nationality, ethnic origin, marital status, sexual orientation, gender, disability, age, politics, religious beliefs or trade union membership.

2. Equal Opportunity Statement

2.1. The Evolution Foundation College opposes discrimination in all its forms. It is an equal opportunities organisation and operates an ethos and structure of inclusion and equality, which enables individual students to realise their full potential throughout the complete range of educational experiences. Evolution is committed to removing barriers to learning from future and existing students, regardless of mental or physical impairment or disability. Staff and students are entitled to receive from each other courtesy, respect and support professionally and personally, irrespective of disability, gender, faith, sexual orientation or ethnic heritage.

3. Auditions

3.1. Evolution aims to provide the opportunity to include as many young people as possible in the audition process for full-time professional training. Although some applicants have had considerable previous experience and training, it is not a requirement for entry. All candidates are assessed on their employment potential.

3.2. Where there is any impairment or disability a member of staff at the audition will assist, wherever possible, to remove any barriers to completing the audition without disadvantage. Students are encouraged to disclose any disability through questions posed in the medical questionnaire and equal opportunities questionnaire.

3.3. Evolution offers the option of submitting an audition via video should any circumstances prevent any candidate from attending an audition in person.

3.4. Evolution will always work in depth with a student to meet their needs and will liaise with the relevant agencies to further that support.

4. Appeals

4.1. Evolution has an appeals structure in place for auditions and assessments. The applicant cannot appeal against the decision made by the panel but they can appeal about the audition process and/or the fairness of how the audition or assessment was conducted.

5. Monitoring

5.1. Evolution collects data from the application forms and auditions to monitor the number of applicants in terms of gender, race, disability and family background to ensure that Evolution is continually promoting and attracting a wide variety of students without discrimination.

6. Students at Evolution

6.1. Our College Rules & Guidelines are discussed with them during our Induction days.

6.2. Students are advised on Evolution policies on harassment and discrimination and are given the opportunity through the College Directors and tutors to discuss any concerns. Policies and procedures are under regular review and monitored in Evolution's efforts to eliminate all forms of harassment and discrimination.

7. Racial Discrimination

7.1. Students can be assured of an environment that is free from racial discrimination and abuse. Staff and students are drawn from a wide range of racial, cultural and religious backgrounds. Proven discrimination will lead to disciplinary action as outlined in our policies. Educational and careers advice counselling is free of race bias.

7.2. Evolution requires staff and students to identify and counter all forms of direct and indirect discrimination within Evolution. Evolution seeks to ensure that the curriculum content, teaching and library materials do not overtly or covertly discriminate against ethnic minorities. Evolution will provide additional support for those students who do not speak English as their first language.

7.3. Evolution welcomes applications from ethnic minorities both as staff and students. Evolution keeps under review the percentage of ethnic minority staff and students and aims for a balanced representation.

8. Religion

8.1. Students are free to subscribe to any religion or not as they wish; every effort is made to ensure that the environment is friendly, harmonious and respectful of multi faiths.

8.2. Any religious or cultural requirements will be met wherever practicable. Guidance will be impartial and objective. Tutors will take into account the diversity of student background.

9. Sexism and Sexual Orientation

9.1. Evolution practices a non-discriminatory policy for both staff and students.

9.2. Sexist physical or verbal abuse will not be tolerated and will be subject to disciplinary action.

9.5. As there is a recognised lack of male performers in the dance industry we actively encourage them to apply to audition for the college. There are specific awards available for male students at the college to which they may apply.

9.6. Evolution welcomes staff and students regardless of their sexual orientation.

10. Gender Reassignment

10.1. Evolution is committed to being a fair and inclusive employer and will not discriminate against an applicant, employee or student who is undergoing, or who has undergone, gender reassignment.

10.2. Transsexual staff and students are entitled to be treated with respect and permitted to perform their roles free from harassment and unfair discrimination. Evolution views harassment or discrimination against students or members of staff on any grounds as a serious disciplinary offence.

10.3. A student going through the process of gender reassignment can seek support from the Pastoral Care Manager or a nominated member of staff, who will refer the student to the appropriate counselling service. It is a matter of personal choice as to who should be contacted but it is recommended that the contact person works with the student to agree an action plan to cover the period of their transition. It is imperative that confidentiality is maintained at all times for students who may be undergoing transition or have in the past undergone gender reassignment.

10.4. All members of Evolution and staff should try to refer to the transsexual person by their new name and use pronouns appropriate to their new gender role.

10.5. If a student is in possession of a gender recognition certificate it is unlawful to disclose their transgendered status without their consent.

11. Marriage/Civil Partnership

11.1. All people have a right of equality of opportunity irrespective of marriage/civil partnership. We wish to be recognised by the community as an organisation which provides educational opportunities for people who are married or in a civil partnership and we wish individuals who apply to us as a student to know that they will receive fair treatment and be treated solely on their ability.

11.2. Evolution will operate within the legislative framework of the Equality Act 2010 and strive, wherever possible, to go beyond legal compliance.

12. Disabilities

12.1. Applicants for our full time course are encouraged to audition regardless of any disability and the opportunity is given to each candidate to discuss how, with support, they can overcome any restrictions to their learning. Teaching staff and management will ensure that any barriers to participation are minimised wherever possible. Accepted students are given every support to participate fully in the course.

12.2. Evolution strives to ensure that students with learning difficulties will have access to additional learning support. Evolution will offer appropriate support services to provide a high quality service.

13. Access

13.1. Evolution is situated in a fully accessible building with access for wheelchair users. The building has disabled toilets for staff and students.

13.2. Health and Safety Survey reports are undertaken to ensure that the environment meets the requirements of the disability.