

Equality Objectives

As one of the world's leading conservatoires, the Royal Northern College of Music is committed to developing and maintaining an institution where staff and students from all backgrounds can flourish. Our equality objectives reflect how we put that commitment into practice.

The public sector Equality Duty requires public sector bodies to have **due regard** to the need to:

- **eliminate unlawful discrimination**, harassment, victimisation and any other conduct prohibited by the Act;
- **advance equality of opportunity** between people who share a protected characteristic and people who do not share it; and
- **foster good relations** between people who share a protected characteristic and people who do not share it.

In order to support these three aims, the RNCM is required to prepare and publish one or more specific and measurable equality objectives.

Through the College's Equality Diversity and Inclusion Forum, three areas of focus have been identified, and the following equality objectives agreed for the period June 2019 to May 2022:

Staff

1. Increase the numbers of BAME applicants from current 17% to 25-30% by end of 2021 academic year
2. Produce action plan to reduce the gender pay gap
3. Aim, where appropriate, to achieve 50/50 gender representation on College committees, including Board of Governors by 2022

Students

1. Ensure targets for BAME UK students in Access and Participation Plan are achieved (10% by 2022)
2. Ensure targets for Disabled students in Access and Participation plan are achieved (10-12% by 2022)
3. Analysis of recruitment cycle to understand why M/F ratios change across cycle

Community

1. Sign up to PRS Keychange pledge, with target to have 50/50 gender representation with guest artists by 2022
2. Gather more robust data around participation and engagement work from protected characteristics
3. Ensure Honorary Awards given by the RNCM have more balanced representation
4. Increase the number of BAME performers and collaborators in the programme by 50% by 2020
5. Increase the number of BAME-related partnerships by 50% by 2020