



ROYAL BALLET SCHOOL

Anti-Racism Pledge

Schools have a vital role to play in helping to create a more equitable society.

The Royal Ballet School is committed to welcoming students and staff from all backgrounds. We expect all to show appreciation for, and respect of, differences, to be thoughtful about our behaviour and to be supportive and respectful to one another.

As a school committed to being anti-racist, we provide a full, balanced education with opportunities for our students to explore the history and patterns of power imbalances and discrimination, in age appropriate ways, as well as many opportunities to critically think about their role in society, and how they can contribute to making it a better place as global citizens.

We want our students and staff to question and challenge racist views wherever they may encounter them, to have the opportunities, and confidence, to raise any concerns that they may have about the School and its approach to equality, diversity and inclusion, and to understand that these will be heard and treated with the seriousness and respect that they deserve.

We each have a responsibility to speak out, to send an unequivocal message that racism is never to be tolerated, and that ignorance and prejudice are never acceptable. We wish to stress our commitment to listening to our communities and to work and consult to drive change. We want to equip our students to understand and combat racism. We will be engaging further with staff and students to see how we can continue to shape and promote this agenda both within our school and beyond it.

The Royal Ballet School has a particular role to play in moving the agenda on in the wider ballet world and we take this responsibility very seriously. We have a vision in which ballet can be, and be seen as, a truly inclusive art form, which does not discriminate against people due to the colour of their skin, their cultural background or their ethnicity.

Racism ruins lives – it devastates the victims but it also damages the social and economic fabric of communities. We are actively engaging in anti-racist work by analysing all aspects of School life, including policies and the curriculum we offer. If we are to change things for the next generation, this vital work must be carried out by schools.

We have developed a school charter. We feel that the time is right to now share this with the wider community.

The Governors, Executive Leadership team and all members of staff at The Royal Ballet School commit to the following:

- 1: To produce, implement, and review on an annual basis, a whole school EDI Policy
- 2: To monitor the whole school EDI Policy on an ongoing basis
- 2: To appoint a designated member of the Governing Body to be responsible for EDI
- 3: To appoint a member of the Senior Leadership Team to be responsible for EDI
- 4: To ensure that all staff responsible for appointments, (Ballet teaching, Academic Teaching, non-teaching, and governance), undertake appropriate confirmation bias training on at least a 3-yearly cycle
- 5: To ensure they use a recruitment process which embraces diversity and removes bias at every opportunity e.g. through competency based, 'blind' recruitment. When contracting recruitment agencies, ensure suppliers have a clear policy and strategy regarding diversity and inclusion within the recruitment process.
- 6: The School sees training on EDI issues as an ongoing process. In addition, the School will ensure that formal EDI training is undertaken by all staff on at least a 3-yearly cycle.
- 7: To ensure that students are actively encouraged to engage in open, transparent and sensitive discussion of EDI issues
- 8: To have an online mechanism (named and anonymous) for students and staff to report instances of racism and micro-aggressions
- 9: To engage with parents on at least an annual basis to discuss EDI issues and to hear concerns
- 10: To offer parents and secure and confidential route to report incidents of concern and openly encourage them to do so.
- 10: To ensure that they embed appropriate EDI topics into the taught subject curriculum at all Key Stages, where possible, and into similarly into their PSHE programmes.
- 11: To review current outreach programmes to ensure greater reach into diverse communities
- 12: To review the current auditions charging structure to encourage a greater diversity of applicant

EDI: Equity, Diversity and Inclusion

UKME: United Kingdom Minority Ethnic