

## **The Courtauld Institute of Art Single Equality Scheme**

Founded in 1932, The Courtauld Institute of Art is an internationally renowned centre for the study of the history of art. In August 2002, it was separately incorporated as an independent College of the federal University of London, with its own Governing Board. Prior to this, it functioned as a department of the University of London. The Courtauld continues to award University of London degrees, but as an independent College is responsible for its own governance, academic programmes and financial viability.

### **Equality and Diversity**

The Courtauld Institute of Art is committed to the elimination of all forms of discrimination and to provide an environment where individuals are treated fairly, with respect and dignity.

The Equality Act 2010 brought together existing laws in one place and the general equality duty from this has three main aims:

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

The protected characteristics cover age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion and belief, sex and sexual orientation.

### **The Public Sector Equality Duty: Specific Duties**

The specific duties regulations require The Courtauld to publish:

- One or more equality objectives in early 2012, and thereafter updated at least every four years. Equality objectives must be specific and measurable and relate to the achievement of the equality duty.
- Information to demonstrate its compliance with the equality duty in early 2012 and thereafter, at least annually.

The information that is required to be published relates to employees and others affected by The Courtauld policies and practices such as students and other service users who share a relevant protected characteristic.

The information must be published in a manner that is accessible to the public and can be published within another published document.

### **Data Collection and Monitoring**

The Courtauld has, as a matter of good practice, collected data from applicants and employees on a number of the protected characteristics. Analysis of this data will determine the focus of the Action Plan.

The Courtauld will continue to monitor and review the staff profile, which includes applications for vacancies, promotions, training and development activities, grievances and disciplinary procedures, resignations, dismissals and redundancies.

### **Employee Consultation**

The Courtauld will continue to consult with staff and trade union representatives regularly through the HR Committee and through other methods as appropriate.

**Analysis**

The purpose of the analysis is to evaluate and determine if a policy is fully effective for all different groups who are protected from discrimination by the Equality Act, or whether there are any unintended effects that do not fully protect all the groups. In the latter case, if the difference cannot be objectively justified, appropriate action will be taken to amend the policy accordingly.

The equality analysis of staff will be carried out by the HR Manager, in consultation with senior management, staff and trade union representatives, as appropriate.

**Publication**

This scheme and action plan will be published on The Courtauld's website.

**Reporting on Progress**

The progress of the scheme will be reported annually to The Courtauld's Governing Board.

### Staff Profile

The Courtauld Institute of Art currently has 119 members of staff, 94 on open-ended contracts, and 25 on fixed term contracts.

### Gender

The Institute has a gender ratio of 69% females and 31% males, in both academic and non-academic roles.

### Ethnicity

The current diversity of the staff at The Courtauld is detailed below:

<b>Ethnic Origin</b>	<b>Employee Number</b>	<b>Percentage of workforce</b>
Asian - Indian	2	1.7%
Asian - Pakistani	1	0.8%
Asian - other background	2	1.7%
Black - African	1	0.8%
Black - Caribbean	1	0.8%
Chinese	2	1.7%
Mixed - White & Black Caribbean	1	0.8%
Mixed - other mixed background	2	1.7%
Other Background	3	2.5%
White British	73	61.3%
White English	4	3.4%
White European	11	9.2%
White Irish	1	0.8%
White Other	15	12.6%

### Age Profile

<b>Age Group</b>	<b>Number of Employees</b>	<b>Percentage of Workforce</b>
18-29	18	15
30-39	29	24
40-49	36	30
50-59	22	19
60-65	10	9
65+	4	3

### Disability

The Courtauld has 8% of staff who have recorded that they have a disability.