


# Equality Objectives

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2021–25



Trinity Laban is firmly committed to the principles of social justice, recognises that discrimination affects people adversely, and is dedicated to challenging all forms of inequality within our institution.

We have agreed a set of four Equality Objectives which cover the period of 2021–2025. Each objective has a corresponding action plan and a set of metrics which will let us measure our success. We have also imagined our desired outcome for when we meet each objective.

## The Equality Objectives and Desired Outcomes

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### Objective One

**To promote an inclusive culture in which equality and diversity is supported, showcased, celebrated and championed throughout the institution**

**Desired Outcome:**

All students, staff, and other stakeholders are aware of and understand the Institution's values and aims in relation to equality and diversity. The Institution works to support and promote the interests and successes of its students and staff, especially those coming from traditionally underrepresented groups.


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### Objective Two

**To increase the institution's understanding of the differences in challenges and barriers to BAME and Disabled student attainment and progression and work to eliminate those gaps**

**Desired Outcome:**

The Institution has a clear understanding of how to successfully remove barriers and address challenges so that students, regardless of background and experience, succeed.



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## Objective Three

**To increase the number of students and staff from Black, Asian and other underrepresented or marginalised communities**

**Desired Outcome:**

We see rich and diverse student and staff bodies across all programmes, departments and level of engagement with the institution.

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## Objective Four

**To develop the Institution's understanding of the trans and non-binary student and staff experience and to identify and address any challenges or barriers to engagement**

**Desired Outcome:**

The Institution has a clear understanding of the trans and non-binary student and staff experience and has addressed any challenges or barriers to engagement identified.