



Fourth Monkey
Actor Training Company

Equality & Diversity Statement

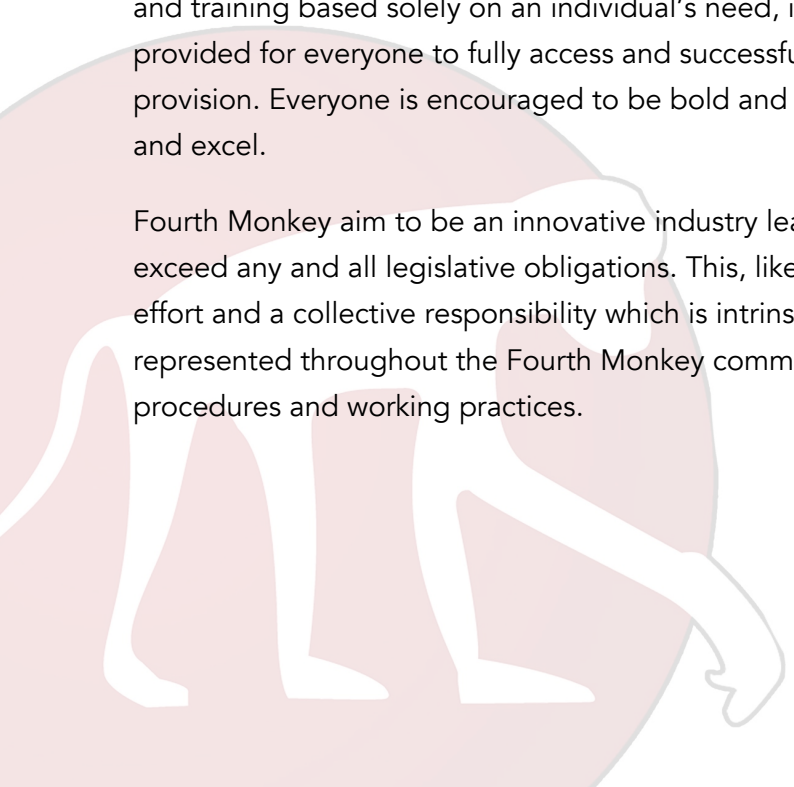
Fourth Monkey was founded on the principles accessibility and inclusion, with a clearly defined mission to ensure actor training and higher education is accessible to all, regardless of background or circumstances. Our mission is to be open to people, places, methods and ideas—and as such, equality and diversity are at the heart of everything we do. Our continued dedication to social justice and equality of opportunity is embodied in our vision and principles.

Fourth Monkey is committed to creating an environment where every individual who comes through our doors is seen, heard and celebrated. We are committed to ensuring that this approach is the bedrock of every aspect of our work encompassing auditions, outreach, actor training and the Fourth Monkey Ensemble, and that all practitioners, directors, creatives and staff are included in this approach and aligned in our thinking.

We are dedicated to creating a learning environment which celebrates diversity, strives for inclusive excellence and embeds equal opportunity for all our staff, students, creatives and participants alike, regardless of ethnicity, gender, disability (including underlying health issues, mental health issues and additional learning needs), age, socioeconomic background, sexual orientation and / or religion. Fourth Monkey also actively encourage collaboration and contact from those with protected characteristics in the planning, monitoring and evaluation of Fourth Monkey provisions.

Fourth Monkey does not discriminate on any grounds. We are committed to removing potential barriers, offering tailored support and making reasonable adjustments for our auditions, workshops and training based solely on an individual's need, in order to ensure that every opportunity is provided for everyone to fully access and successfully complete all aspects of Fourth Monkey provision. Everyone is encouraged to be bold and play and everyone has equal opportunity to thrive and excel.

Fourth Monkey aim to be an innovative industry leader on this matter and to ensure that we always exceed any and all legislative obligations. This, like our approach to actor training is a collaborative effort and a collective responsibility which is intrinsic in the way in which we think and work, represented throughout the Fourth Monkey community and congruent across all of our policies, procedures and working practices.





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Anti-Racism Statement

Fourth Monkey has a zero-tolerance approach to racial harassment and condemns all racist and discriminatory behaviour. We are committed to challenging and dismantling structural racism within our practices, policies, procedures and within the curriculum and spaces of learning where we teach.

We stand alongside all racially minoritised staff and students in pledging to act. We are committed to ensuring that we promote an environment which is anti-racist and allows all our staff and students to work and study without barriers to their individual opportunity, ambition or achievement. Those found in breach of these principles will face disciplinary action in line with our Disciplinary Policy.

Anti-Discrimination Statement

Unlawful grounds for discrimination

Fourth Monkey has a legal responsibility to ensure relevant anti-discrimination legislation is upheld. Discrimination on any of the following grounds, also referred to as protected characteristics in some legislation, is unlawful:

- age
- civil status
- dependency or caring for dependants
- disability
- family status
- gender reassignment
- marital status
- marriage and civil partnerships
- membership of the Traveller community
- political opinion
- pregnancy and maternity
- race
- religion or belief
- sex
- sexual orientation



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The following are the kinds of discrimination for which Fourth Monkey operates a policy of zero tolerance. Any act of discrimination or harassment on unlawful grounds or failure to comply with our policies and procedures will result in a thorough investigation which may lead to disciplinary action for our staff or students. With regards to our external stakeholders, there will be a requirement for compliance. In addition to protected characteristics, we will not tolerate discrimination on the grounds of any other characteristics or circumstances including, but not limited to: gender or gender identity, ethnic or national origin, socio-economic background and trade union membership status.

- Direct discrimination – treating someone with a protected characteristic or different circumstances less favourably than others
- Indirect discrimination – putting rules or arrangements in place that apply to everyone, but that put someone with a protected characteristic or different circumstances at an unfair disadvantage
- Harassment – unwanted behaviour linked to a protected characteristic or different circumstances that violates someone’s dignity or creates an intimidating, hostile, degrading or offensive environment for them
- Victimisation – treating someone unfairly or badly because they have, or are thought to have, made a complaint about discrimination or harassment or helped someone else make a claim of discrimination under the Equality Act 2010.

Our Vision of a Fair and Just Society

We are creating an inclusive learning community where:

- People are and valued as individuals within a collaborative ensemble environment
- People are treated with dignity and respect
- Inequalities are challenged
- We anticipate, and respond positively to, different needs and circumstances so that everyone can achieve their potential
- We celebrate the individual and create a learning environment whereby accessibility is central to our practice and our learning pedagogy





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Our Equality and Diversity principles

- We value diversity and we recognise that different people bring different perspectives, ideas, knowledge and culture, and that this difference brings great strength and shared learning
- We believe that discrimination or exclusion based on individual characteristics and circumstances, such as age; disability; caring or dependency responsibilities; gender or gender identity; marriage and civil partnership status; political opinion; pregnancy and maternity; race, colour, caste, nationality, ethnic or national origin; religion or belief; sex; sexual orientation; socio-economic background; trade union membership status or other distinctions, represents a waste of talent and a denial of opportunity for self-fulfilment
- We respect the rights of individuals, including the right to hold different views and beliefs
- We will not allow these differences to be manifested in a way that is hostile or degrading to others and aim to create a safe space for all devoid of discrimination in all its forms
- We expect commitment and involvement from all our staff, students, partners and providers in providing an inclusive, respectful and accessible space for all
- We recognise our legal obligations under relevant legislation and codes of practice
- We aim to engage with staff and students from a range of different backgrounds, experiences and skillsets to provide a diverse and inclusive learning and working environment
- We aim to engage students from diverse and varied backgrounds via our external workshops, outreach and participation initiatives, creating opportunities for the creation of an ever-evolving and representative demographic of young people participating in our training
- Our goal is for every student and member of staff to feel supported and to have the opportunity to excel whilst with the company

Student Experience

Fourth Monkey is proud to work with a decolonised and representative curriculum of study, our training celebrated for its inclusivity, something that is central to our work and learning philosophy.

Fourth Monkey is consistently looking to provide support to students with a range of learning needs/ disabilities throughout their journey with us and beyond and will consistently strive to make reasonable adjustments to the training and environment in which the students work to ensure accessibility remains a central tenant of our work. Fourth Monkey will be doing this through a variety of ways including but not limited to staff development, support networks (both internal and external), feedback, working parties and through our outreach work.



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Fourth Monkey will continue to extend support to students who identify as transgender or non-gender specific by working directly with the students, offering support and guidance to staff and making reasonable adjustments to the training environment. Fourth Monkey operates on gender blind casting and will continue to do so, enabling all students to feel supported and be considered and individual and not defined or bound by gender norms by definition.

Throughout our courses we tailor specific needs to students and will continue to work with individuals to create, where required, individual bespoke timetables. For every student at Fourth Monkey, Individual Bespoke Learning Plans are created from a holistic approach taking into consideration all aspects of an individual's life and training development. These plans enable Fourth Monkey to create bespoke learning models for all students throughout their time with us.

Fourth Monkey does not tolerate direct or indirect discrimination against any person, staff or student, on any grounds. Fourth Monkey aims to create an inclusive environment, committed to upholding a safe space for all students and staff to operate within.

Safe Space

As part of Equity's Safe Spaces campaign, co-written by our Director of Training and co-founder Charleen Qwaye, Fourth Monkey believes every single one of us has the right to work in a safe space; free of fear, prejudice, bullying and harassment. We create our space. We celebrate our differences and honour the gifts we bring to the table. We will treat one another with respect, politeness, generosity and patience at all times and if we are subjected to or witness mistreatment of any kind, we will speak out knowing that our voices will be heard. Together we create a Safe Space and a rich working environment. Each one of us is essential.





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Code of Practice in the Working Space

Fourth Monkey operates a code of practice in the working space in support of all students and staff.

RESPECT

- Care for each other, the practitioners and the workspace
- Offer constructive criticism, not judgement and recognise when is the right time to say it!
- Be punctual - we work as an ensemble. It matters if you are not there!
- Work is the priority and play is the vehicle; leave your personal life at the door
- Listen to each other and make sure every voice is heard

CELEBRATION

- Get rid of personal ego (but keep your actor's ego!)
- Work with generosity and compassion
- Be gracious; everything moves in cycles
- enjoy each other's successes

POSITIVITY

- Be child-like not childish
- Some things are going to hurt, but growing pains are all part of the process
- Be bold and brave; challenge yourself and each other every day - dare to be the best!
- Take responsibility; have rigour and specificity in your work. If you don't, you will be wasting your time
- Be humble; it's the only way to learn
- Trust the people you work with, the practitioners... and yourself!

COURAGE

- Let go!
- Share ideas; a rising tide carries all ships
- It is okay to not know the answers; be open to the journey of discovering them
- Don't be afraid to fail - spectacularly; learning and growth is born from it!

ACCEPTANCE

- Celebrate difference; the world is ignited by a wondrous cacophony of bold and visceral voices
- Don't censor yourself or others, but be professional and considerate as you speak
- Relish working relationships that challenge you, as much as you do those that are aligned to you
- Learn and be open to the knowledge, experiences and perspectives of others
- Agree to disagree; healthy dialogues are essential!

PERSEVERANCE

- Try, try, try again!
- Talent comes from hard work
- Look after yourself, know your body's limits and work with them; push yourself, but don't break yourself
- Sleep well, eat well, play hard!
- Work to your strengths as a group and help each other to get stronger