



**Fourth Monkey**  
Actor Training Company

## Equality & Diversity Statement

### Aims

Fourth Monkey is committed to valuing the diversity of our staff and student body and we seek to provide our students and staff with the environment to prosper during their time with us.

We believe that people from different backgrounds can bring fresh ideas, thinking and approaches to all aspects of the company, allowing the work undertaken to be more effective, efficient and diverse.

Fourth Monkey aims to:

- Produce an environment of inclusivity and support throughout all aspects of the company
- Recognise our legal obligations under relevant legislation and codes of practice
- Engage students from different backgrounds via our external workshops, opening up opportunities for a diverse range of individuals to participate in our training
- Engage with staff and students from a range of different backgrounds, experiences and skillsets
- For every member of staff to feel supported and have the opportunity to excel whilst with the company

### Student Experience

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. 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.

Fourth Monkey will continue to extend support for students from a variety of ethnic backgrounds throughout its operations through various means of inclusivity, non-discrimination and project based activities.

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

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Charity No: 1164406



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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 not 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 For Monkeys**

As part of Equity's Safe Spaces campaign, 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.

### **Data Collection**

Through using responsible and ethical data collection for staff, candidates and students, Fourth Monkey will continue to observe trends in staff and students to better understand and develop our staff and student journeys throughout all our operations. This will form part of data analysis which will be annually reviewed and actioned accordingly.

Fourth Monkey will observe and investigate best practices in all aspects of our delivery through using the above data responsibly to ensure that the company is operating openly and responsibly to any changing landscapes and discrepancies noted.



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## Continued points of Action

- It is the responsibility of all students and staff in their daily actions, decisions and behaviour to endeavour to promote all concepts relating to inclusivity, diversity and equality and to comply with all relevant legislation, ensuring not to discriminate against any person, with the full support and guidance of the company.
- Fourth Monkey will not tolerate any acts that breach the nature of this statement and all such actions or alleged actions will be taken seriously, fully investigated and will be subject to disciplinary action where appropriate.
- Fourth Monkey will allow all students and staff to pursue any matter through the internal procedures which are believed to have placed the individual or group to inequitable treatment within the scope of this statement.
- Fourth Monkey will offer opportunities for flexible training patterns, wherever feasible, to help students complete their training and feel support along their journey.
- Fourth Monkey will provide equal opportunity to all who apply for the courses through an open and transparent process.
- Fourth Monkey will provide students with the training and development that each individual requires, providing feedback throughout the training journey.
- Fourth Monkey will provide reasonable assistance and adjustments to students and staff who are / become disabled / injured throughout their time with us, wherever possible
- Fourth Monkey will complete appropriate risk assessments and seek appropriate specialist advice / support where required



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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; its 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!

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### **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

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