



## **EQUAL OPPORTUNITIES POLICY: OPPORTUNITIES AND AWARDS**

### **EQUAL OPPORTUNITIES STATEMENT**

The Royal Scottish Academy of Art and Architecture (RSA) is committed to the elimination of all forms of discrimination.

Applications are accepted from artists and architects regardless of race/ethnicity, colour, creed, national origin, ancestry, sex, marital status, age, disability, religious or political affiliation or sexual orientation.

### **EQUAL OPPORTUNITIES POLICY**

#### **Purpose and Scope**

This policy covers all aspects of the Royal Scottish Academy's (RSA) opportunities and awards programme.

The purpose of this policy is to ensure that there is no discrimination against any individual because of a protected characteristic of the Equality Act 2010: age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex, sexual orientation.

Alongside these 9 protected characteristics the RSA recognises the impact of socio-economic barriers and factors such as educational background and geographical identities.

The objectives of this policy are to ensure:

- Artists and architects from the widest demographic have access to the RSA's opportunities/awards
- No applicant or participating artist/architect receives less favourable treatment, and that, wherever possible, they are given the help they need to attain their full potential.

The cooperation of all participating artists and architects is essential for the success of this policy. However, ultimate responsibility for achieving the policy's objectives, and for ensuring compliance with the relevant Acts of Parliament as well as the various Codes of Practice, lies with the RSA. Behaviour or actions against the spirit and/or the letter of the laws on which this

policy is based will be considered serious disciplinary matters, and may, in some cases, lead to termination of the opportunity/award.

## **Responsibility**

This policy applies to all permanent and temporary employees working under a contract of employment, students, self-employed people with a contract for services within the RSA, volunteers or contract/agency workers. It also applies to all exhibiting artists and architects, award applicants and those taking part in funded initiatives.

All Managers are responsible for ensuring that the policy and procedure is applied in their area. The Director is responsible for the maintenance, review and updating of this policy in event of any changes to legislation, ensuring proper consultation with staff and locally recognised trade union representatives.

## **Advertising**

Steps will be taken to ensure that knowledge of opportunities, awards and residencies reaches underrepresented groups.

Wherever possible, all opportunities will be advertised to all relevant authorities, studios and artist groups with significant minority group rolls, as well as to minority press/media and organisations.

## **Selection/Judging**

Selection/judging criteria will be kept under constant review to ensure they are justifiable on non-discriminatory grounds as being essential for the effective performance of the award/opportunity.

More than one person must be involved in the judging process, and all should have read, understood and comply with the RSA's Equal Opportunities Policy and the RSA's Judging Procedure Document which contains extensive information on fairness, equality, impartiality and unconscious bias. Where relevant, Judges will be asked to declare any Conflict of Interest in relation to award applicants.

As far as possible, selection panels will be diverse and/or balanced in regard to age, gender, artistic background and other characteristics.

## **Applicant's Records**

To ensure that this policy is operating effectively (and for no other purpose) the RSA maintains anonymous records of applicants' racial origins, gender, sexual orientation and disability.

Ongoing monitoring and regular analysis of such records provide the basis for appropriate action to eliminate unlawful direct and indirect discrimination and promote equality of opportunities. Such records will be analysed regularly, and appropriate follow-up action taken.

## Positive Action

Underrepresented groups will be encouraged to apply for awards/opportunities. Allocation of these awards will be based strictly on merit.

The RSA's long-term aim is that the composition of our applicants should reflect that of the community. Timetabled targets will be set for groups in the community that are identified as being underrepresented in the application process. Where necessary, special steps, as permitted by the relevant Acts of Parliament, will be taken to help disadvantaged and/or underrepresented groups to compete for opportunities on a genuine basis of equality.

Wherever possible, efforts will be made to identify and remove unnecessary/unjustifiable barriers and provide appropriate facilities and conditions of excellence to meet the special needs of disadvantaged and/or underrepresented groups taking part in an opportunity.

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