

L A I N E
THEATRE ARTS

RESPECTFUL AND APPROPRIATE
LANGUAGE
POLICY
2024

RESPECTFUL AND APPROPRIATE LANGUAGE POLICY

This policy applies to all staff and students who are either studying or working at Laine Theatre Arts, on any of its courses. It is a working document that will be reviewed on a termly basis to ensure its continued relevance to the LTA environment. This policy should be read in conjunction with the College's Equality, Diversity and Inclusion and Communication policies.

POLICY STATEMENT

Laine Theatre Arts is dedicated to providing a safe, supportive, and inclusive learning environment for staff and students. Effective communication and respectful language are essential to fostering a positive atmosphere conducive to artistic growth and personal development, and this policy outlines expectations for respectful communication and language within our College community.

RESPECT FOR DIVERSITY AND INCLUSION

All members of the College community must communicate with respect and sensitivity towards individuals of diverse backgrounds, identities, and experiences, as outlined in our EDI policy. Discriminatory language or behaviour based on race, ethnicity, nationality, gender identity, sexual orientation, religion, disability, or any other characteristic is unacceptable.

PROMOTION OF POSITIVE BODY IMAGE AND SELF-ESTEEM

Language that promotes negative body image stereotypes, objectifies individuals or promotes unhealthy beauty standards is unacceptable.

Students and staff are encouraged to celebrate diversity in body types and emphasise talent, skill, and artistic expression over physical appearance, in line with our commitment to promoting inclusive practices.

CREATING A SUPPORTIVE AND COLLABORATIVE ENVIRONMENT

Communication within the College should foster a supportive and collaborative atmosphere among students, faculty, and staff. Language that fosters a competitive or hostile atmosphere, undermines collaboration among students and staff or shows disrespect towards instructors, directors, or fellow performers is inappropriate and goes against the LTA values of inclusivity and respect.

SENSITIVITY TO SENSITIVE TOPICS

When discussing sensitive topics such as mental health, trauma, or any other form of personal struggle, members of the College community must use language that demonstrates empathy, understanding, and support. Language that dismisses or trivialises individuals' experiences or perpetuates stigma surrounding mental health or personal challenges will not be tolerated.

PROFESSIONALISM AND INTEGRITY

All communication within the College should adhere to the standards of professionalism outlined in the LTA Communications Policy. Derogatory language, gossip, the perpetuation of rumour, or behaviour that reflects poorly on oneself or the college is unacceptable and may result in disciplinary action.

INAPPROPRIATE USE OF HUMOUR

Humour can enhance the learning environment, but jokes or remarks that are offensive, discriminatory, or hurtful to others are inappropriate and not tolerated. Any use of humour should be respectful, inclusive, and mindful of diverse perspectives and experiences within our College community.

DO'S AND DON'TS

Do: Use inclusive language that respects the diversity of our community, such as using gender-neutral pronouns and avoiding assumptions about individuals' identities.

Do: Foster a supportive and collaborative environment through your communication, such as offering constructive feedback and encouragement to your peers.

Do: Be mindful of sensitive topics and use language that demonstrates empathy and understanding, such as acknowledging the importance of trigger warnings and providing support to those in need.

Do: Report any instances of inappropriate language or behaviour to the appropriate college authority, such as instances of harassment, discrimination, or bullying.

Don't: Use derogatory language or behaviour based on race, gender, religion, sexual orientation, disability, or any other characteristic, such as racial slurs, homophobic remarks, or ableist language.

Don't: Make jokes or remarks that are offensive, discriminatory, or hurtful to others, such as jokes that perpetuate stereotypes or mock marginalised groups.

Don't: Engage in gossip, rumours, or behaviour that reflects poorly on oneself or the college, such as spreading false information or engaging in harmful speculation.

Don't: Dismiss or trivialise individuals' experiences or perpetuate the stigma surrounding mental health or personal challenges, such as minimising someone's struggles or invalidating their feelings.

REPORTING AND ACCOUNTABILITY

The College is committed to holding individuals accountable for their actions and ensuring that all members of the community feel safe, respected, and valued, as outlined in our EDI policy. Breaches of this policy may result in disciplinary action being taken.

Any instances of inappropriate language, communication, or use of humour should be reported to the **Director of Studies and Educational Compliance and EDI Champion**, Rebecca Elliott-Moore by email at rebeccaelliottmoore@laine-theatre-arts.co.uk.

Laine Theatre Arts is dedicated to fostering a culture of respect, inclusivity, and professionalism in all aspects of College life. By adhering to this policy on respectful communication and language, we uphold our commitment to creating a supportive and nurturing environment where all individuals can thrive and pursue their artistic passions.

Policy reviewed by Senior Management Committee. Date of next review: September 2027.