

# Equality and Non-Discrimination Plan

The Music Institute of Rauma



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## 1. Purpose of the Equality and Non-Discrimination Plan

The Act on Equality between Women and Men obliges education providers and educational institutions to draw up an equality plan also in educational institutions providing basic education in the arts. The Non-Discrimination Act requires that educational institutions must have a plan of necessary measures to promote equality and that systematic equality work is carried out in them.

The plan is intended to promote gender equality in the educational institution and society in general. The plan aims to prevent all forms of discrimination related to gender, age, origin, language, religion, belief, opinion, sexual orientation, health or disability. According to the Constitution, equality means equality before the law, but also the prohibition of discrimination. One of the purposes of the plan is also to prevent gender-based harassment and sexual harassment.

The Equality and Non-Discrimination Plan aims to create the conditions for a comfortable and safe learning environment. It is of paramount importance that everyone in the educational institution commit to this plan, especially the management and staff of the educational institution that directs the activities in practice. In the everyday life of educational institutions, it is important to know how to identify and address discrimination and discriminatory attitudes.

## 2. Legislation related to equality and non-discrimination

### 2.1. Act on Equality between Women and Men (609/1986) and its amendment (1329/2014) Sections 5 and 5a

#### Implementation of equality in education and training Section 5 (30.12.2014/1329)

Authorities and education providers, as well as other communities providing education or teaching, shall ensure that everyone have the same opportunities for education and professional development, and that teaching, research and learning material support the realisation of the purpose of this Act. Equality is promoted in education and teaching, taking into account the age and development of children.

#### Measures to promote equality in educational institutions Section 5 a (30.12.2014/1329)

The education provider is responsible for drawing up an annual equality plan for each educational institution in cooperation with the staff and students. The plan can be included as part of a curriculum or other plan. Instead of an annual review, a plan may be drawn up for a maximum of three years at a time.

The equality plan shall include:

1. a report on the equality situation in the educational institution;
2. the necessary measures to promote equality;

3. an assessment of the implementation and results of the measures contained in the previous equality plan.

Special attention should be paid to student selections, the organisation of teaching, differences in learning and assessment of credits, and the prevention and elimination of sexual harassment and gender-based harassment.

## **2.2. Non-Discrimination Act 30.12.2014/1325**

### **The education provider's obligation to promote equality Section 6**

The education provider and the educational institution maintained by it must assess the realisation of equality in their operations and take the necessary measures to promote the realisation of equality. Promotion measures shall be effective, appropriate and proportionate, taking into account the operating environment, resources and other circumstances of the educational establishment.

The education provider must ensure that the educational institution has a plan for the necessary measures to promote equality. The education provider and the educational institution maintained by it must provide students and their guardians, as well as students or their representatives, with an opportunity to be heard about the promotion measures.

## **3. Equality and non-discrimination at the Music Institute of Rauma**

According to the national core curriculum (2017), the goal of basic education in the arts is to build a sustainable future through art. The foundations of the national core curriculum is based on a foundation of values according to which basic education in the arts is built on respect for human rights, equality and cultural diversity. People build their lives by interacting with other people and their environment. Basic education in the arts is based on an understanding of the uniqueness and dignity of each person as an individual and as a member of communities. Education promotes gender equality and respects gender diversity. In other words, the Music Institute of Rauma strives to prevent inequality and exclusion, encourages interaction and cooperation, and thereby strengthens the experience of inclusion.

According to the Constitution of Finland and the Non-Discrimination Act, no one may be placed in a unequal position on the basis of gender, age, ethnic or national origin, nationality, language, religion, belief, opinion, sexual orientation, state of health, disability or any other reason related to the person. The matter described above is different from the consideration of gender in the different stages of development of girls and boys, i.e. so-called gender consciousness. Equality and non-discrimination also include the fact that those who are differently socially oriented are equal.

### **3.1. Realization of equality and non-discrimination**

Students of the Music Institute of Rauma are admitted according to the principles of the Act on Basic Education in Arts (633/1998) and the curriculum approved by the Education Committee on equal selection criteria.

In teaching and other activities, students are treated equally according to the individual starting points of each person, taking into account the basics of the curriculum and the curriculum of the Music Institute of Rauma.

At the Music Institute of Rauma, we ensure that students receive instruction in accordance with the curriculum and that students are not placed in an unequal position. For example, digital devices used in lessons must not cause inequality, but everyone must have the opportunity to use the devices in turn.

Bullying or other inappropriate activities are always addressed as early as possible. Teachers know their students and are trained to detect changes in children's behaviour. The threshold to come and talk about one's concerns is kept low.

At the Music Institute of Rauma a unified assessment culture is used based on the objectives of the curriculum and the evaluation criteria for the extensive syllabus of music in Basic Education in the Arts. The assessment is carried out on the basis of uniform criteria without being influenced by the personal characteristics of the student.

Each staff member has an obligation to intervene when they detect harassment or other inappropriate behaviour among students and to contact the supervisor when they detect harassment from a staff member. Through the positive atmosphere created in the educational institution and the work community, we work hard to prevent any harassment in advance.

### **3.2. Reporting on the current situation and preparing, approving, informing and evaluating the plan**

In terms of equality and non-discrimination, a status report has been conducted with a student and teacher survey in the spring semester of 2022. The situation looks good, as the surveys found no deficiencies in the realisation of equality and non-discrimination. The open comment field of the student survey made the point that surveys on gender options should have an option for those who do not want to define their gender. In the future, attention should also be paid to other genders and students who do not want to define their gender by adding such an option to surveys. Apart from the above measures, there was no need for measures other than the continuation of the principles of equality and non-discrimination.

The equality and non-discrimination plan has been implemented in cooperation with the personnel. The results of the surveys have been discussed in the assessment day on 1 February 2022 and the equality and non-discrimination plan has been discussed in the personnel meeting on 3 May 2022.

The principal of the Music Institute under the City of Rauma Education Committee, as well as all staff members, are responsible for promoting equality and gender equality of students of the Music Institute and students applying to the Music Institute. It is essential to internalize the perspectives of equality and gender equality in thinking and action.

The equality and non-discrimination plan of the Music Institute of Rauma is approved by the Education Committee. Students, their guardians and the staff of the Music Institute will be informed about the approved plan. The plan can be viewed on the Music Institute's website and in the teachers' room.

The Equality and Non-Discrimination Plan is valid for the academic years 2022–2025, and it will be evaluated both through discussions and a questionnaire for students and staff. The implementation of the equality and non-discrimination plan is monitored and reviewed whenever necessary or every three years. The principal of the Music Institute is responsible for the implementation and measures of the survey and for updating the plan.