

Job Description: Diversity, Equity, Inclusion and Belonging (DEIB) Partner

Reports to: Principal

Location: Chiswick, Campus-based (with occasional evening/weekend events)

Contract: Part-time, 0.5 fte hours per week

Salary: £45k (pro-rata)

Purpose of the Role

The Diversity, Equity, Inclusion and Belonging (DEIB) Partner plays a key role in fostering an inclusive and supportive community within the higher education performing arts environment. The postholder will work collaboratively with students, staff, and the Students' Union to develop and deliver initiatives that promote belonging, equity, and inclusion across the student journey. This is an opportunity for an ambitious and creative individual to support the institution in developing a new and innovative approach to our inclusive culture.

This role recognises that belonging is fundamental to creative confidence, collaboration, and artistic growth. Through both practical support and creative interventions, the Partner will help ensure every higher education student feels valued, represented, and empowered to thrive in their training and artistic practice.

Main Duties and Responsibilities

1. Student Experience and Support

- Act as a key contact for students seeking guidance or support on issues relating to inclusion and belonging.
- Develop and deliver inclusive engagement activities, campaigns, and workshops that enhance community connection and wellbeing.
- Identify and propose solutions to barriers to participation or progression, particularly for underrepresented or marginalised groups.
- Support inclusive transition experiences for new students and contribute to induction and community-building programmes.
- Support the student experience in creative activities including performances and rehearsals.

2. Partnership and Collaboration

- Work collaboratively with the Students' Union and other student groups, teaching and professional services teams to co-create inclusion-focused projects and events and to embed belonging and inclusion across teaching, rehearsal, and performance spaces.
- Represent student perspectives in relevant committees, working groups, and DEIB initiatives.

3. Project Design and Delivery

- Design and implement our small-scale creative offer relating to projects or pilots that enhance belonging and inclusion within creative training and student life.
- Support events, performances, and campaigns that highlight inclusive narratives and amplify marginalised voices.

- Gather feedback, evaluate impact, and share findings to inform institutional DEIB activities.

4. Communication and Engagement

- Contribute to communication strategies that raise awareness of inclusion and belonging across the higher education student body.
- Share good practice and success stories through newsletters, campaigns, and internal communications.
- Promote and celebrate diversity through creative and community-led storytelling.
- Maintain and build relevant DEIB relationships with current and future partners.

5. General Duties

- Maintain accurate records and contribute to reporting for DEIB-related projects.
- Attend relevant meetings, training, and professional development sessions.
- Work flexibly, including occasional evenings and weekends, to support key events.
- Uphold institutional values of respect, creativity, inclusion, and collaboration.

Person Specification

Essential Criteria

- Experience supporting student engagement, wellbeing, or inclusion within a higher education, creative, community or participatory arts context.
- Strong interpersonal skills and the ability to build relationships across diverse student and staff groups.
- Understanding of diversity, equity, inclusion and belonging principles, and their relevance to performing arts education.
- Ability to plan, coordinate, and deliver projects or events effectively.
- Excellent communication and facilitation skills, including the ability to engage creatively with students.
- Empathy, discretion, and cultural awareness when working with sensitive issues.
- Demonstrated commitment to promoting inclusion and fostering community.

Desirable Criteria

- Experience working in a conservatoire or specialist arts higher education environment or within participatory arts contexts in arts organisations such as theatres.
- Familiarity with inclusive pedagogies, creative access, or representation within the arts.
- Experience in co-creating initiatives with students or community partners.
- Ability to collect and interpret feedback or data to inform practice.
- Experience in producing or supporting creative events, performances, or campaigns related to DEIB themes.