



# Equality and Diversity Policy

August 2024

Rachael Inwood Music is committed to encouraging equality and diversity and to the equal treatment of all staff, contractors, volunteers, participants/students, parents/guardians/carers and anyone else associated with us. We do not condone discrimination on the basis of disability, sex, gender reassignment, race, religion or belief, sexual orientation, age, pregnancy and maternity, or marriage and civil partnership.

## **The policy's purpose is to:**

- provide equality, fairness and respect for all staff, contractors, volunteers, participants/students, parents/guardians/carers and anyone else associated with us
- oppose and avoid all forms of unlawful discrimination including not unlawfully discriminating because of the Equality Act 2010 protected characteristics of disability, sex, gender reassignment, race, religion or belief, sexual orientation, age, pregnancy and maternity, or marriage and civil partnership
- take positive steps to cultivate a culture and environment that is fair, equitable and free from discrimination.

## **We commit to:**

- encouraging equality and diversity in everything we do
- creating an environment free of bullying, harassment, victimisation and unlawful discrimination, promoting dignity and respect for all, and where individual differences and the contributions of all are recognised and valued
- this commitment includes, when necessary training staff, contractors, volunteers, and anyone else working for us about their rights and responsibilities under this policy
- responsibilities include staff, contractors, volunteers, participants/students, parents/guardians/carers and anyone else associated with us conducting themselves to provide

equal opportunities and prevent bullying, harassment, victimisation and unlawful discrimination

- implement an Anti-Bullying and Harassment Policy and take seriously complaints of bullying, harassment, victimisation and unlawful discrimination
- make opportunities for training, development and progress available to all staff, contractors, volunteers, and anyone else working for us who will be helped and encouraged to develop their full potential, so their talents and resources can be fully utilised to maximise the efficiency of Rachael Inwood Music
- decisions concerning staff, contractors, volunteers, and anyone else working for us will be based on merit (apart from in any necessary and limited exemptions and exceptions allowed under the Equality Act)
- review employment practices and procedures when necessary to ensure fairness, and also update them and this policy to take account of changes in the law
- monitor the make-up of the workforce regarding information such as age, gender, ethnic background, sexual orientation, religion or belief, and disability in encouraging equality and diversity
- monitoring will also include assessing how this policy, and any supporting action plans, are working in practice, reviewing them annually, and considering and taking action to address any issues

This policy is reviewed and updated annually, the most recent version is available on request from Rachael Inwood Music.

Last Reviewed & Updated

August 2024

Next Review Due

August 2025