

## **Equal Opportunities Policy – Music In Our Bones – 2020**

**Review date May 2021 at next AGM**

The aim of this policy is to communicate the commitment of the Trustees and members of Music In Our Bones to the promotion of equality of opportunity within its work.

It is our policy to provide equality of membership to all, irrespective of:

- **Age**
- **Disability**
- **Gender**
- **Gender Reassignment**
- **Having or not having dependents**
- **Marriage or Civil Partnership**
- **Pregnancy and Maternity**
- **Race or Nationality**
- **Religion or Belief**
- **Sexual Orientation**
- **Income**

This Policy uses a wider definition of characteristics and includes caste, caring responsibility, mental health, class, HIV status, employment status, unrelated criminal convictions, and union activities.

Music In Our Bones hopes to avoid

- **Associated Discrimination**
- **Discrimination by Perception**
- **Indirect Discrimination**
- **Victimisation**
- **Harassment**
- **Harassment by a third party**

We are opposed to all forms of unlawful and unfair discrimination. All members of the organisation will be treated fairly and will not be discriminated against on any of the above grounds. Decisions on membership, selection for office, training or any other benefit will be made objectively, without unlawful discrimination, and based on aptitude and ability.

We recognise that the provision of equal opportunities in all our activities will benefit the organisation. Our equal opportunities policy will help members to develop their full potential and the talents and resources of the members will be utilised fully to maximise the effectiveness of the organisation.

Music In Our Bones aims to:

- ensure that both the letter and spirit of the law ie.

**Disabled Persons (Employment) Acts 1944 & 1958**

**Sex Discrimination Act 1975**

**Race Relations Acts 1965, 1968, & 1976**

**Disability Discrimination Act 1995**

**Equality Act 2010**

**Care Act 2014**

are upheld within the organisation.

- Create a working atmosphere free from harassment
- Value the diversity of the local population.
- Ensure that our workshops, facilities and resources are accessible to all regardless of age, ethnic origin, religious belief, disability, marital status or sexual orientation .

**The aims and objectives of the Equality and Diversity Policy are:**

- To encourage, promote and celebrate equality and diversity in all the Organisation's activities and services
- To ensure equal access to services, jobs and volunteer opportunities
- To ensure compliance with legislation on discrimination and equality (including the Equality Act and any other legislation which becomes law)
- To promote equal opportunities in other areas not currently covered by legislation
- To create environments free from harassment and discrimination
- To maximise the use of resources in the best interests of trustees, staff, volunteers and service users
- To confront and challenge discrimination where and whenever it arises, whether it be between colleagues, or in any other area relating to the Organisation's work
- To make a willingness to abide by and implement this policy a necessary condition of employment for any position in the Organisation
- To ensure, through positive action and so far as is practicable, that all the Organisation's premises and services are accessible to all people
- To ensure that employment and advancement within the Organisation is determined by objective criteria and personal merit.

**Equality commitments**

We are committed to:

- promoting equality of opportunity for all persons
- promoting a good and harmonious learning environment in which all are treated with respect and dignity and in which no form of intimidation or harassment is tolerated
- preventing occurrences of unlawful direct discrimination, indirect discrimination, harassment and victimisation
- fulfilling all our legal obligations under the equality legislation and associated codes of practice
- complying with our own equal opportunities policy and associated policies
- taking lawful affirmative or positive action, where appropriate
- breaches of our equal opportunities policy will be regarded as misconduct and could lead to termination of membership

This policy is fully supported by the Chair and Trustees of Music In Our Bones.

**Implementation**

The Chair and Trustees have specific responsibility for the effective implementation of this policy. We expect all members to abide by the policy and help to create the equality environment which is its objective.

In order to implement this policy Music In Our Bones will:

- endeavour through appropriate training to ensure that it will not consciously, or unconsciously discriminate in the selection or recruitment of applicants for membership of its groups
- Incorporate specific and appropriate duties in respect of implementing the equal opportunities policy into roles and responsibilities of its trustees.
- Incorporate its equal opportunities policy on its website, have hard copies available at groups and include in singing volunteer training and packs. This policy will be reviewed, and updated if necessary, by at least one trustee before being agreed at each annual general meeting.
- Ensure that adequate resources are made available to fulfil the objectives of the policy

### **Monitoring and review**

We will establish appropriate information and monitoring systems to assist the effective implementation of our equal opportunities policy. The effectiveness of the equal opportunities policy will be reviewed regularly (at least annually) and action taken as necessary. This will be achieved by devoting some time annually at termly meetings of both singing leaders and trustees to look at equal opportunity issues and explore how we might improve both our understanding and issues of access within the charity.

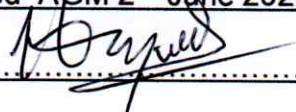
### **Complaints**

Members who believe that they have suffered any form of discrimination, harassment or victimisation are entitled to raise the matter through the Chair of Trustees of Music In Our Bones. All complaints will be dealt with seriously, promptly and confidentially

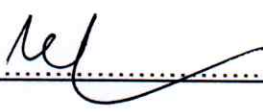
Every effort will be made to ensure that those who make complaints will not be victimised.

Equal Opportunity Policy Review dates

Trustees agreed AGM 2<sup>nd</sup> June 2020 ( next review May 2021)

Signature.....  .....Date 13/7/20

Ian Heywood Chair Music In our Bones

Signature.....  .....Date 6/8/20

Ian Flower Treasurer