

## **Equalities Policy**

**For the purposes of this document, Salisbury Area Young Musicians (SAYM) includes Friends of Salisbury Area Young Musicians (FSAYM) and FSAYM Ltd except where specifically stated**

### **1 Introduction**

SAYM welcomes its duties under the Equalities Act 2010 to eliminate discrimination, advance equality of opportunity and foster good relations in relation to disability, ethnicity, sex (gender), religion/belief, sexual orientation, gender identity (and as relevant, pregnancy/maternity, and in relation to the recruitment of contractors and volunteers, age and marriage/civil partnership). These are known as protected characteristics.

SAYM will recognise and will act on all opportunities to promote community cohesion.

SAYM recognises that these duties and intentions reflect international human rights standards as expressed in the UN Convention on the Rights of the Child, the UN Convention on the Rights of People with Disabilities and the Human Rights Act 1998.

### **2 SAYM will be guided by the principle that all learners are of equal value**

This applies to current and potential young musicians, their parents and their carers

- Whether or not they are disabled
- Whatever their ethnicity, culture, national origin or national status
- Whatever their sex is (gender)
- Whatever their gender identity
- Whatever their religious or non-religious affiliation or faith background
- Whatever their sexual orientation

### **3 SAYM recognise and respect difference**

Treating people equally does not necessarily involve treating them all the same. Our policies, procedures and activities must not discriminate but nevertheless take account of difference of life-experience, outlook and background and the kinds of prejudice people may face in relation to:

- Disability so that reasonable adjustments are made
- Ethnicity, so that different cultural backgrounds and experience of prejudice are recognised
- Sex (gender) so that the different needs and experiences of girls and boys and women and men are recognised
- Religion, belief or faith background
- Sexual orientation
- Gender identity

#### **4 SAYM will foster positive attitudes and relationships, and a shared sense of cohesion**

We intend that our policies, procedures and activities should promote:

- Positive attitudes towards disabled people, good relations between disabled and non disabled people, and an absence of harassment of disabled people. SAYM will make reasonable adjustment to ensure that contractors or young musicians with a disability are not disadvantaged.
- Positive interaction, good relations and dialogue between groups and communities different from each other in terms of ethnicity, culture, religious affiliation, national origin or national status, and an absence of prejudiced-related bullying and incidents
- Mutual respect and good relations between boys and girls, women and men, and an absence of homophobic, and gender identity based harassment

#### **5 SAYM observe good equalities practice in contractor and volunteer recruitment, retention and development**

This includes terms and conditions of contracts, dealing with grievances and discipline and where possible in providing opportunities for continuing professional development. SAYM commits to sustaining a working environment free from bullying, harassment and unlawful discrimination, promoting dignity and respect for all.

We ensure that policies and procedures should benefit all those who work with SAYM, in whatever capacity

- Whether or not they are disabled
- Whatever their ethnicity, culture, religious affiliation, national origin or national status
- Whatever their gender and sexual orientation
- Whatever their gender identity
- And as relevant in respect of pregnancy/maternity, age and marriage/civil partnership

#### **6 SAYM aims to reduce and remove inequalities and barriers that already exist**

In addition to avoiding or minimising possible negative impacts of our policies, take opportunities to maximise positive impacts by reducing and removing inequalities and barriers that may already exist in relation to:

- Disabled and non-disabled people
- People of different ethnic, cultural and religious backgrounds
- Girls and boys and men and women
- Sexual orientation
- Gender identity
- And as relevant in respect of pregnancy/maternity, age and marriage/civil partnership

## **7 SAYM aspires to making a contribution to society**

We intend that our policies and activities should benefit society as a whole, both locally and nationally, by fostering greater social cohesion, and greater participation in musical activity of all groups and individuals in relation to:

- Disability
- Religion/belief
- Sexual orientation
- Gender
- Gender identity
- Ethnicity
- Age

## **8 Implementation**

We ensure that the relevant principles listed above apply to the full range of our policies and practices, including those that are concerned with:

- Young Musicians' progress and achievement
- Young Musicians' personal development, welfare and well-being
- Teaching styles and strategies
- Membership and attendance
- Contractor and Volunteer recruitment, retention and support
- Working with parents/carers and guardians
- Working with the wider community

## **9 Addressing prejudice**

SAYM is opposed to all forms of prejudice which stand in the way of fulfilling the duties above

- Prejudice around disability and special education needs
- Prejudice around racism and xenophobia
- Prejudice reflecting sexism and homophobia
- Prejudice against gender identity

## **10 Roles and Responsibilities**

- **FSAYM Ltd** (The Corporate Trustee) is responsible for ensuring that FSAYM and SAYM complies with the legislation and its related procedures and action plans are implemented
- **A Director of FSAYM Ltd** has a watching brief regarding of the implementation of this policy
- **The SAYM Manager** is responsible for implementing the policy, ensuring all staff are aware of their responsibilities and are given appropriate training and support, and for taking appropriate action in any case of unlawful discrimination
- **All** SAYM contractors and volunteers are expected to promote an inclusive and collaborative ethos in rehearsals, concerts and other SAYM activities, deal with any prejudice-related incidents that may occur, report serious incidents to the SAYM Manager, support young musicians for whom English is an additional language and keep-up-to-date with equalities legislation

### **11 Religious Observance**

SAYM respects the religious beliefs of all contractors, young musicians and their families and will comply with reasonable requests relating to religious observance

### **12 Breaches of the policy**

SAYM will deal with these in the same way as breaches of other policies, as determined by the SAYM Manager and FSAYM Ltd

### **13 Information and resources**

SAYM will ensure that the content of this policy is known to all contractors, committee members, parents and the young musicians

This policy will be held on the SAYM Website

### **14 Monitoring and review of the Policy**

This policy will be monitored by FSAYM Ltd and reviewed annually

This policy last reviewed on:

31 January 2017