

Purbeck Youth Music

Equal Opportunities Policy

1. Statement of Intent

Purbeck Youth Music is opposed to all forms of unlawful and unfair discrimination and is committed to challenging them both in terms of employment and service provision. It recognises that many groups and individuals within society have been and continue to be discriminated against, both directly and indirectly, on the grounds of, for example, their race, nationality, ethnic or cultural origins, gender, age, disability, sexual orientation, religious belief, including non-belief, political belief, social class, employment status, low income, mental health, marital status and civil partnership, gender reassignment, HIV/AIDS status, appearance, refugee status, caring responsibilities and unrelated criminal conviction.

The Equality Act 2010 identifies 9 protected characteristics which are included in the above list they are:

- Age
- Disability
- Gender Reassignment
- Marriage & Civil Partnership
- Pregnancy & Maternity
- Race
- Religion or Belief
- Sex
- Sexual Orientation

All trustees, volunteers and those delivering and using our services will be treated fairly and will not be discriminated against on any of the above grounds. Decisions on our contracts, services, training or any other benefit will be made objectively, without unlawful discrimination, and based on aptitude and ability.

2. Our Policy

Purbeck Youth Music recognises and will not tolerate any type of discrimination, including:

- Direct discrimination: treating someone less favourably than another person because of a protected characteristic.

- Discrimination by association: discriminating against an individual because they associate with another person who possesses a protected characteristic.
- Perception discrimination: discriminating against an individual because others think they possess a particular protected characteristic.
- Indirect discrimination: we will endeavour not to implement any condition, rule, policy or practice which disadvantages people who share a protected characteristic.
- Harassment and Victimisation: We will not tolerate the harassment or victimisation of anyone with whom we deal. Those we deal with can complain of any behaviour that they find offensive even if it is not directed at them or they do not possess the relevant characteristic themselves.

3. Purbeck Youth Music is committed to:

- Working in an anti-discriminatory manner (e.g. anti-racist, anti-sexist etc.);
- Promoting a supportive and welcoming environment in which all persons are treated with respect and dignity and in which no form of intimidation, harassment or discrimination is tolerated;
- Actively promoting and implementing this policy throughout all its work and services;
- Recognising and fulfilling all legal obligations under the anti-discrimination legislation and associated codes of practice;
- Taking lawful affirmative or positive action, where appropriate;
- Listening to individuals/groups from the community who are experiencing discrimination;
- Conducting recruitment and selection (trustees and others) that ensures selection on merit (skills, experiences, aptitude etc.);
- Ensuring decisions on the operation of our contracts, services, or any other benefit will be made objectively without unlawful discrimination and based on aptitude and ability;
- Dealing quickly and fairly with any accusation of harassment or discrimination.

Purbeck Youth Music aims to make its service delivery as accessible as possible.

4. Monitoring, Evaluation and Complaints

All new Trustees, volunteers and those who deliver our services will be provided with a copy of this Policy.

This Policy will be reviewed every two years by the Trustees to assess its effectiveness and any need for amendment to reflect new legislation/good practice issues.

Any user of our services wishing to make a complaint should follow the procedure outlined in our 'Complaints Policy and Procedure'.

5. Policy Approval & Review Dates

Policy and Procedure adopted on: 8 Feb 2024

Next Policy and Procedure review date: 8 Feb 2026

A handwritten signature in black ink, appearing to read 'Tim Arnold', with a stylized flourish at the end.

Tim Arnold
Chair
Purbeck Youth Music