

Community Music Service's Equality, Diversity and Inclusion Policy

The Community Music Service is committed to encouraging equality, diversity and inclusion among its workforce, and eliminating unlawful discrimination.

The aim is for our workforce to be truly representative of all sections of society and our clients, and for each employee to feel respected and able to give their best.

The organisation in providing educational services, resources and facilities is also committed to ensuring that equality, diversity and inclusion drives pedagogy and builds an inclusive music education culture.

A) Purpose

This policy's purpose is to:

1. Provide equality, fairness and respect for all in our employment, whether casually, part-time or full-time
2. Not unlawfully discriminate because of the protected characteristics of:
 - age
 - disability
 - gender reassignment
 - marriage or civil partnership
 - pregnancy and maternity
 - race (including colour, nationality, and ethnic or national origin)
 - religion or belief
 - sex
 - sexual orientation
3. Also not to exclude the following:
 - economic deprivation
 - children in challenging circumstances
 - geographical barriers
 - those at risk of temporary or permanent exclusion
 - life condition
4. Within the workplace oppose and avoid all forms of unlawful discrimination. This includes:
 - pay and benefits
 - terms and conditions of employment
 - dealing with grievances and discipline
 - dismissal
 - redundancy
 - parental carer/leave
 - requests for flexible working
 - selection for employment, promotion, training or other developmental opportunities

5. Promote EDI cultural aims and inclusive offer to schools and its partners.

The CMS is committed in its work with schools to ensure that a high quality and diverse music education is accessible to all students, removing barriers and ensuring progression routes are available to all learners.

We aim to encourage pupil voice and empower children and young people to share their musical identities, culture, and heritage. All musical practices and genres are equally valued, explored and celebrated.

We recognise that all children access music and learning in different ways and we aim to work with schools to ensure that our pedagogy is flexible and effective to meet the needs of all learners and create a positive learning environment.

B) Commitments

1. Encourage equality, diversity and inclusion in the workplace as they are good practice and make business sense

2. Create a working environment free of bullying, harassment, victimisation and unlawful discrimination, promoting dignity and respect for all, and where individual differences and the contributions of all staff are recognised and valued. This commitment includes:

- Training leaders and all other employees about their rights and responsibilities under the equality, diversity and inclusion policy.
- Staff conducting themselves to help the organisation provide equal opportunities in employment, and prevent bullying, harassment, victimisation and unlawful discrimination.
- Staff understand they, as well as their employer, can be held liable for acts of bullying, harassment, victimisation and unlawful discrimination, in the course of their employment, against fellow employees, clients and the public

3. Take seriously complaints of bullying, harassment, victimisation and unlawful discrimination by fellow employees, partners, the public and any others in the course of the organisation's work activities.

Such acts will be dealt with as misconduct under the organisation's grievance and/or disciplinary procedures, and appropriate action will be taken. Particularly serious complaints could amount to gross misconduct and lead to dismissal without notice.

4. Make opportunities for continuing professional development available to all staff so that they can achieve their full potential,

5. Make decisions concerning staff being based on merit (apart from any necessary exemptions and exceptions allowed under the Equality Act).

6. Review and update policy, employment practices and procedures when necessary to take account of changes in the law.

7. Monitor the make-up of the workforce regarding information such as age, sex, ethnic background, sexual orientation, religion or belief, and disability in encouraging equality, diversity and inclusion.

8. Create an internal EDI focus group to manage and monitor all of the above. Monitoring will also include assessing how the equality, diversity and inclusion policy and any supporting action plan are working in practice. Reviewing them regularly and taking action to address any issues.

C) Disciplinary and Grievance Procedures

Details of the organisation's grievance and disciplinary policies and procedures can be found in the CMS Handbook. This includes with whom an employee should raise a grievance, usually through their line manager.

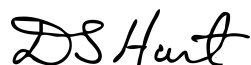
Use of the organisation's grievance or disciplinary procedures does not affect an employee's right to make a claim to an employment tribunal within three months of the alleged discrimination.

Policy Effective:

Date: 01/09/22

Name:

Signed



Digby Hunt

Policy Reviewed Annually:

Next Review Date: 01/07/22