

# Maldon Youth Orchestra (MYO)

## Diversity, Equity and Inclusion Policy

Last revised: June 2018

### 1. Our aim

- I. In carrying out its function as a children's music charity, Maldon Youth Orchestra (MYO) is committed to promoting equality of opportunity for all, and to ensuring that no individual or group of individuals is discriminated against in the planning and delivery of any of our activities.
- II. We therefore aim to ensure that the values of equality, diversity, inclusion and respect for all are embedded into everything we do.

### 2. About our policy

- I. This policy is intended to demonstrate MYO's commitment to eliminating discrimination and encouraging and valuing diversity, equity and inclusion among member, volunteers, parents, guardians, family, the community and all those our organisation impacts.
- II. We recognise our responsibilities under the Equality Act 2010 and are committed to meeting them in full. We believe that a culture that embraces equality and values diversity and inclusion will help us to ensure that everyone feels involved and included in our plans, programmes and activities.
- III. We aim to create an environment which respects and welcomes everyone, and in which no form of bullying, harassment, disrespectful or discriminatory behaviour is tolerated by anyone towards anyone. This particularly applies in relation to the 'protected characteristics' named in the Equality Act 2010: Age, disability, gender reassignment, income, marriage or civil partnership status, pregnancy and maternity, race, religion or belief, sex and sexual orientation.

### 3. Our responsibilities

- I. MYO understands that for equality to be achieved this policy needs to be made understandable to, and embraced by our committee, members and their families and others associated with the organisation.
- II. This policy will be subject to agreement by the Trustees and Steering Committee.
- III. All those engaged with MYO have a responsibility to ensure that their own language and actions are consistent with the spirit as well as the contents this policy.
- IV. Overall responsibility for the implementation of this policy lies with the MYO Steering Committee.

### 4. Our commitments

- I. MYO recognises that a Diversity, Equity and Inclusion Policy alone is not enough to ensure that equality and diversity are central to everything we do.
- II. We seek to create an environment in which diversity and the contribution of all members, committee, volunteers, guardians and parents, families and others engaging with MYO are recognised and valued in all that we do. In this way we hope to provide an example of

good equality practice and promote community cohesion within our sphere of influence.

- III. To ensure that we are meeting the spirit of this policy we will:
  - a. Discuss and review how well we are implementing this policy and adjust our practices where necessary.
  - b. Assess any significant new or revised policies and procedures for their impact on equality.
  - c. Embed diversity, equity and inclusion in our development and events planning.

#### **5. Working with contractors, suppliers and partners**

It is important to us that suppliers, contractors and any other individual or organisation working on behalf of MYO are aware of and agree to comply with our Diversity, Equity and Inclusion Policy while that work is underway. In addition we are committed to:

- a. Using accessible venues for events and meetings.
- b. Using plain English and gender neutral, accessible communications, for example, emails, letters, reports and publicity materials as far as it is within our means to do so.

#### **6. Review and action**

- I. We recognise that it is important for us to regularly review this policy to ensure that it reflects up to date equality legislation and best practice
- II. A review of our Diversity, Equity and Inclusion Policy will be carried out on a 12-month basis as a minimum and any necessary actions taken.