



EQUAL OPPORTUNITIES POLICY

Policy Statement

Spitalfields Music (the organisation) is committed to promoting equality of opportunity and inclusion across the organisation's work. To achieve this, the organisation understands and approaches diversity in its most broad and inclusive sense. This includes differences defined by social and cultural categories including age, disability, gender reassignment, marriage & civil partnership, pregnancy & maternity, race, religion or belief, sex and sexual orientation. The organisation further acknowledges differences that cut across social and cultural categories but are equally significant to equality of opportunity and inclusion such as health, education, economic and material disadvantage.

The organisation will seek to undertake all its functions and activities in a manner that makes its programmes and opportunities accessible to all. Wherever possible the organisation will proactively address issues of under-representation and inclusion within the resources and remit of the organisation. These commitments are outlined in more detail in the organisation's Diversity Action Plan.

We will share our Equal Opportunities Policy widely by making it available to view on the website.

Arrangements

Staff and Governance

The organisation will strive to ensure that:

- all opportunities for being involved in the organisation aim to reflect a balance in terms of gender, religion, sexual orientation, disability, race and age and are broadly representative of the local communities, this relates to
 - council membership
 - committee and working party membership
 - contracted artists
 - schools and community groups
 - staff and volunteer helpers
- all staff and contracted artists are treated with respect and fairness
- all aspects of selection procedures are free from bias
- equal opportunity monitoring forms are part of every application process
- all staff have clear and up-to-date job descriptions which are reviewed annually as part of the performance review process
- all staff have equal access to performance review and training to enhance the skills required by their role in the organisation
- we expect all staff, contracted artists and other contractors to treat others with fairness and respect In line with equality of opportunity

Last reviewed: May 2015

Next review: May 2016

Learning & Participation Programme

The organisation will seek to:

- ensure that its equal opportunities policy is fully reflected in its Learning & Participation Programme
- achieve participation in its projects by involving a wide range of schools, community groups, young people and adults across Tower Hamlets, the City and the East End
- ensure that school staff and community group leaders are involved as partners in project activities
- ensure that all participants are treated with respect, fairness and equality, and are enabled to take responsibility for their own musical decisions in listening, composing and performing

Audience

The organisation seeks to involve as wide an audience as possible in its events and activities through

- diverse programming to attract diverse audiences
- programming which consolidates and extends the organisation's tradition of serving its local communities of residents and workers
- creating literature and publicity which is free from bias, gives clear information and attracts interest
- using translation where possible and/or appropriate to clarify information
- creating opportunities for those with diverse needs to share in musical events
- aiming to provide suitable technical equipment to support participation by those with sensory impairment
- adopting a ticket pricing policy which allows access to all sectors of the community
- ensuring wherever possible that Festival venues are physically accessible

Our offices are currently located on the 2nd and 3rd floors of an old building. At present there is no lift access to these floors. We will make every attempt to think about and take positive steps to ensure that the timing and location of meetings, activities and events does not prevent access. When searching for new premises, we will make every attempt to find or develop premises which are fully accessible to people with a variety of disabilities.