



**Bromley Youth Music Trust**

# Equal Opportunities Policy

**September 2018 Edition**

Bromley Youth Music Trust is committed to safeguarding and promoting the welfare of children and young people and expects all staff to share this commitment.

Bromley Youth Music Trust is committed to valuing and celebrating diversity and promoting equality of opportunity for all its staff and students. We are working to create a learning and working environment which is free from prejudice, discrimination, intimidation and all forms of harassment including bullying. Respect for rights is at the heart of our planning, policies, practice and ethos and we expect all members of our community to model this in their behaviour and relationships.

# Equal Opportunities

## INTRODUCTION

Bromley Youth Music Trust (BYMT) treats all people with equal respect, concern and consideration and recognises the contribution made to the community by all individuals

## DISCRIMINATION

The main types of unlawful discrimination cover acts of direct and indirect discrimination on grounds of race, sex, disability, religion or belief, political opinion, sexual orientation, age, gender, gender reassignment or any other personal characteristics.

## EQUAL OPPORTUNITIES POLICY

Bromley Youth Music Trust is committed to equal treatment for all, regardless of an individual's race, ethnicity, religion, sexual orientation, disability, learning difficulty, body image or social background.

We are opposed to all forms of unlawful and unfair discrimination. All members of Bromley Youth Music Trust will be treated fairly and will not be discriminated against on any of the above grounds. Decisions on employment, membership, training or any other benefit will be made objectively, without unlawful discrimination, and based on aptitude and ability. We will concentrate on educating the individual, and providing a comfortable and welcoming atmosphere where everyone feels valued and can flourish.

We recognise that the provision of equal opportunities in all our activities will benefit BYMT. Our equal opportunities policy will help staff and students to develop their full potential and the talents and resources of the members will be utilised fully to maximum the effectiveness of the Trust.

We also welcome applications from pupils with special needs and disabilities, and refer parents to our Disability Policy.

Funding is available to make it possible for as many as possible who meet the BYMT's admission criteria to have free lessons and participate in BYMT activities. (Details of these criteria can be found on our Application Forms and our web site).

# Equal Opportunities

## CODE OF CONDUCT

The Board of Trustees and Principal have specific responsibility for the implementation of this policy. We expect all staff and students to abide by the policy and help to create the equality environment that is its objective.

In order to implement this policy we shall:

- Promote tolerance of each other and respect for each other's position within the BYMT community.
- Communicate this policy by displaying it at Bromley Youth Music Trust.
- Include it in the induction process for all staff
- endeavour through appropriate training to ensure that BYMT will not consciously or unconsciously discriminate in selection or recruitment processes.
- Ensure that adequate resources are made available to fulfil the objectives of the policy.

## MONITORING AND REVIEW

We will establish appropriate information and monitoring systems to assist the effective implementation of our equal opportunities policy. The effectiveness of the equal opportunities policy will be reviewed annually and action taken as necessary

## COMPLAINTS

We hope that you and your child do not have any complaints about the operation of our equal opportunities policy; but copies of the BYMT's complaints procedure can be sent to you on request. This document is also available on our website to download. [www.bymt.co.uk](http://www.bymt.co.uk)

Members of staff who believe that they have suffered any form of discrimination, harassment or victimisation are entitled to raise the matter through the agreed procedures. All complaints of discrimination will be dealt with seriously, promptly and confidentially.

Every effort will be made to ensure that staff members who make complaints will not be victimised. Any complaint of victimisation will be dealt with seriously, promptly and confidentially. Victimisation will result in disciplinary action and may warrant dismissal.

