



Bromley Youth Music Trust

Equality & Diversity Policy

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.

Last Reviewed	September 2020
Reviewed by	GS/SB
Date of next review	

Supported using public funding by



**ARTS COUNCIL
ENGLAND**



INTRODUCTION

Bromley Youth Music Trust (BYMT) celebrates the diverse cultures, communities and environments that make up our society and the multitude of dimensions which characterise our diversity including; age, disability, gender, marriage or civil partnerships, pregnancy, race, religion or belief, sex, and sexual preference.

Bromley Youth Music Trust believes:

- that all people have a right to social justice and to participate in decisions that affect their lives
- that a strong and independent local third sector is crucial to helping people and communities tackle disadvantage and discrimination
- that the role of Music Trust staff members and trustees is to support and encourage all people to play an active part in their community, both individually and collectively
- that a focus should be given to working with people and communities whose full participation in society is limited by disadvantage and discrimination

Bromley Youth Music Trust will take positive action to challenge disadvantage and discrimination and to promote diversity and full access to opportunity in all areas of its work and structures. This will include measures undertaken with the purpose of achieving full access to opportunity for people and groups that face the consequences of past or present discrimination or disadvantage. In doing so, BYMT will strive to:

- promote social justice and full access to opportunities through all its activities and programmes
- ensure all activities and programmes are fully accessible and promote awareness of the rights and needs of different groups of people
- have a positive and inclusive workplace culture and environment with a workforce that broadly reflects the area in which it operates
- share its experiences and promote good practice in the area of equality and diversity throughout its members and beyond
- identify and find ways of tackling new and emerging problems affecting groups facing disadvantage and discrimination
- increase its involvement and collaboration with other organisations that promote equality and diversity.

Equal Opportunities

We believe that the diversity of our users and workforce is one of our greatest strengths. Equality of opportunity and freedom from discrimination is a fundamental right and BYMT has a duty to exercise leadership to promote this right. We intend to promote equality and prevent discrimination through our role as

- Service provider
- Employer
- Community leader

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 maximise 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).

Legislation

Bromley Youth Music Trust will comply with all anti-discriminatory legislation including The Equality Act (2010).

Responsibility and accountability

All managers, team leaders and employees have a role to play in implementing our Equality objectives. The overall implementation of the policy will be monitored by the CEO.

Monitoring and review

Responsibility for monitoring of the policy and reviewing achievement lies with the Board of Trustees.