Equalities Policy

This policy will be reviewed biennially. Last reviewed 22/10/25

For the purposes of this document, Wiltshire Young Musicians (WYM) includes charity no.1000800, WYMT Ltd and the Committee members acting on behalf the trustee.

1 Introduction

Wiltshire Young Musicians (WYM) welcomes its duties under the Equalities Act 2010 to eliminate discrimination, advance equality of opportunity and foster good relations in relation to disability, ethnicity, gender, religion/belief, sexual orientation, gender identity, pregnancy and age both in relation to its members and in relation to the recruitment of contractors and volunteers. These are known as protected characteristics.

WYM will recognise and will act on all opportunities to promote community cohesion.

WYM recognises that these duties and intentions reflect international human rights standards as expressed in the UN Convention on the Rights of the Child, the UN Convention on the Rights of People with Disabilities and the Human Rights Act 1998.

2 WYM will be guided by the following principles:

We believe all learners are of equal value.

This applies to current and potential young musicians, their parents and their carers

- Whether or not they are disabled
- Whatever their ethnicity, culture, national origin or national status
- Whatever their gender
- Whatever their gender identity
- Whatever their religious or non-religious affiliation or faith background
- Whatever their sexual orientation

3 WYM recognise and respect difference

Treating people equally does not necessarily involve treating them all the same. Our policies, procedures and activities must not discriminate but nevertheless take account of difference of life-experience, outlook and background and the kinds of prejudice people may face in relation to:

- Disability so that reasonable adjustments are made
- Ethnicity, so that different cultural backgrounds and experience of prejudice are recognised
- Gender so that the different needs and experiences of girls and boys and women and men are recognized
- Religion, belief or faith background
- Sexual orientation
- Gender identity

4 WYM will foster positive attitudes and relationships, and a shared sense of cohesion

We intend that our policies, procedures and activities should promote:

- Positive attitudes towards disabled people, good relations between disabled and non-disabled people, and an absence of harassment of disabled people
- Positive interaction, good relations and dialogue between groups and communities different from each other in terms of ethnicity, culture, religious affiliation, national origin or national status, and an absence of prejudiced-related bullying and incidents
- Mutual respect and good relations between boys and girls, women and men, and an absence of homophobic and gender identity based harassment

5 WYM observe good equalities practice in contractor and volunteer recruitment, retention and development

We ensure that policies and procedures should benefit all those who work with WYM, in whatever capacity

- Whether or not they are disabled
- Whatever their ethnicity, culture, religious affiliation, national origin or national status
- Whatever their gender and sexual orientation
- Whatever their gender identity
- And as relevant in respect of pregnancy and age

6 WYM aims to reduce and remove inequalities and barriers that already exist

In addition to avoiding or minimising possible negative impacts of our policies, take opportunities to maximise positive impacts by reducing and removing inequalities and barriers that may already exist in relation to:

- Disabled and non-disabled people
- People of different ethnic, cultural and religious backgrounds
- Girls and boys and men and women
- Sexual orientation
- Gender identity
- And as relevant in respect of pregnancy and age

7 WYM aspires to making a contribution to society

We intend that our policies and activities should benefit society as a whole, both locally and nationally, by fostering greater social cohesion, and greater participation in musical activity of all groups and individuals in relation to:

- Disability
- Religion/belief
- Sexual orientation
- Gender
- Gender identity
- Ethnicity
- Age

8 Implementation

We ensure that the relevant principles listed above apply to the full range of our policies and practices, including those that are concerned with:

- Young Musicians' progress and achievement
- Young Musicians' personal development, welfare and well-being
- Teaching styles and strategies
- Membership and attendance
- Staff recruitment, retention and support
- Working with parents/carers and guardians
- Working with the wider community

9 Addressing prejudice

WYM is opposed to all forms of prejudice which stand in the way of fulfilling the duties above including

- Prejudice around disability and special education needs
- Prejudice around racism and xenophobia
- Prejudice reflecting sexism and homophobia
- Prejudice against gender identity

10 Roles and Responsibilities

- **WYMT Ltd (and committee members acting on behalf WYMT Ltd)** is responsible for ensuring that the WYM complies with the legislation and its related procedures and action plans are implemented
- **The Executive Director** is responsible for implementing the policy, ensuring all staff are aware of their responsibilities and are given appropriate training and support, and for taking appropriate action in any case of unlawful discrimination
- **All** WYM ensemble leaders and assistants as well as volunteers are expected to promote an inclusive and collaborative ethos in rehearsals, concerts and other WYM activities, deal with any prejudice-related incidents that may occur, report serious incidents to the Executive Director, support young musicians for whom English is an additional language and keep-up-to-date with equalities legislation.

11 Information and resources

WYM ensures that the content of this policy is known to all staff, trustees, committee members and parents and their young musicians.

This policy will be held on the WYM Website.

12 Religious Observance

WYM respects the religious beliefs of all staff, young musicians and their families and will comply with reasonable requests relating to religious observance.

13 Breaches of the policy

WYM will deal with these in the same way as breaches of other policies, as determined by the Executive Director and WYMT Ltd (and committee members acting on behalf WYMT Ltd).

14 Monitoring and review of the Policy

This policy will be monitored by the WYM executive Director and WYMT Ltd (and committee members acting on behalf WYMT Ltd) and reviewed biennially.