



Equal Opportunities Policy

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Notes:

This policy applies to all trustees, members of staff and seconded members of staff, volunteers and freelance workers contracted to Nottingham Music Service.

Nottingham Music Service is committed to providing equality of opportunity and tackling discrimination, harassment and intimidation, and disadvantage. We are also committed to achieving the highest standards in service delivery, decision-making and employment practice.

The principles of non-discrimination and equality of opportunity apply to the way in which we treat staff, service users and partner organisations.

All staff have a duty to act in accordance with this policy and treat colleagues, and service users with dignity at all times, and not to discriminate against or harass others regardless of their status.

Nottingham Music Service will not tolerate less favourable treatment of anyone, whether direct or indirect, on the grounds of their:

- Gender
- Age
- Race
- Colour
- Nationality
- Ethnic or national origin
- Disability
- Marital or civil partnership status
- Sexual orientation
- Gender reassignment

- Responsibility for dependents
- Trade union or political activities
- Religious or other beliefs
- Or any other reason which cannot be shown to be justified

Nottingham Music Service commits to:

- Consider whether the organisations we buy services from or enter into partnerships with operate similar policies and practices on equality and diversity
- Seek to ensure that our workforce reflects the diverse communities we serve and that every colleague is treated fairly.
- Take action to eradicate discrimination and inequality when delivering services.
- Adopt legal, national and local guidelines, relevant legislation, codes of practice and strategies that seek to ensure equality of opportunity.
- Consider the needs of all communities in our communications and provision of our services.

Nottingham Music Service will take any breach of this Policy extremely seriously. Any breach could lead to disciplinary action, including dismissal, being taken against the employee concerned. It could also lead to legal action being taken against Nottingham Music Service and/or against the employee.

If anyone is concerned that a breach of this policy may be occurring, or has a complaint that they have been the victim of a breach, they should immediately report this to the Chief Executive Officer. If there is reason to believe that the Chief Executive Officer is acting in breach of the policy they should immediately report this to the Chair.