



Music for Miniatures CIO Equality, Diversity and Inclusion Policy

Equality, diversity, inclusion and social justice are values which are fundamental to Music for Miniatures' ambition to achieve greater access to live music for children and families from all backgrounds and sit at the core of our organisational processes, practices and culture.

Music for Miniatures is an equal opportunities employer. We are committed to attracting and recruiting diverse musicians as it's important that our trustees, staff, ambassadors and volunteers reflect the communities we serve at every level within the organisation.

- We will strive to eliminate any unlawful or unfair discrimination including direct or indirect discrimination, discrimination by association, discrimination linked to a perceived characteristic, harassment and victimisation.
- We will remain proactive in taking steps to ensure inclusion and engagement for all the people who work for and with us.
- We will continue to strive towards a culture that is diverse and inclusive that recognises and develops the musical potential of all.

The Equality Act 2010 provides the legislative framework that informs our work to promote equality of opportunity and reduce barriers to engagement, in particular for protected groups including:

- age*
- disability*
- ethnicity (including race, colour and nationality)*
- gender*
- gender reassignment*
- religion or belief*
- sexual orientation*
- marriage and civil partnership*
- pregnancy and maternity*

- refugees and asylum seekers
- people who are neuro-divergent
- ex-offenders

*Under the Equality Act (2010) these are known as “protected characteristics”.

Our Aims

Equality – we believe in equality for all people. However, society is not equal, and for this reason we adopt an equitable, approach to give support to those who need it most.

Diversity – we take active steps to ensure that our workforce and those we support through our work are represented, included and respected, whatever their gender, ethnicity, race, religious and political beliefs, education, socioeconomic background, disability, sexual orientation and geographic location.

Inclusion – we are committed to ensuring everyone feels welcome, no one feels uncomfortable and everyone is able to thrive and contribute equally regardless of who they are, where they’re from, or what they’re going through.

Music for Miniatures aims to promote equal opportunities, eliminate discrimination and eliminate harassment by the following means:

- opposing all forms of unlawful and unfair discrimination;
- all employees (whether part-time, full-time or temporary), volunteers, members, and beneficiaries will be treated fairly and with respect.
- all vacancies will be advertised internally and externally simultaneously and will include a statement on equal opportunities.
- selection for employment/volunteering, promotion, training or any other benefit will be on the basis of aptitude and ability.
- all selection/rejection decisions will be recorded.