



Musical Connections Equality and Diversity Policy

Musical Connections is founded on a fundamental commitment to equality and diversity within both its workforce (paid and voluntary) and beneficiary group.

We promote:

- positivity and a 'can-do' attitude in everyone associated with our project, regardless of background or characteristics
- respect for individual differences
- the fact that contributions can be made in different ways and have equal value

We oppose all forms of unlawful and unfair discrimination, and seek to ensure that all trustees, contractors, volunteers and beneficiaries are not discriminated against because of any of the protected characteristics, as listed in the Equality Act (2010), which may apply to them:

1. Age
2. Disability
3. Sex
4. Sexual orientation
5. Race
6. Religion or belief
7. Gender reassignment
8. Marriage or civil partnership
9. Pregnancy and maternity

Whatever environment we are working in, we aim to create a setting that is free of discrimination and prejudice. Everyone is treated fairly and with respect and is given equal opportunity in every aspect of their role, whatever this might be.

When selecting for employment, training, voluntary contribution, or anything of this nature, selection is always based on the individual's own merits. Their aptitude and ability will determine their suitability for the role; it will not be affected by any of the protected characteristics.

Where anyone does not follow our policy, this will be reported to the Board of Trustees who will take appropriate action.