



Equality, Diversity & Inclusivity (EDI) Policy

At Music24, we are deeply committed to fostering an environment of equality, diversity, and inclusivity in all aspects of our organisation. As we continue to expand our reach and support to individuals with learning disabilities, dementia, mental health conditions, and other diverse characteristics, we recognise the importance of having a well-thought-out and robust EDI policy.

Music24's dedication to promoting equity and inclusivity extends beyond mere compliance; it is a fundamental principle that guides our actions, decisions, and interactions within our organisation and the communities we serve. With this document, we want to confirm our unwavering passion and commitment to championing diversity, fostering inclusion, and combating discrimination in all its forms. Our EDI policy reflects our ethos and understanding of the evolving needs of our stakeholders and underpins our promise to create a welcoming, respectful and supportive environment for all.

EDI for Music24 as an Employer

Music24 realises the strengths of having a diverse workforce that is representative of all sections of society and the people we support, and for each member of our team to feel respected, appreciated and to feel confident and able to give their very best.

Members of staff, board members, volunteers, job applicants or partners, organisations and individuals that we work alongside will never be discriminated against by Music24 on the grounds of the following protected characteristics, as outlined by the [Equality Act 2010](#).

EDI for Music24 as a Provider

Music24 appreciates people's uniqueness and right to feel included in society. Music24's approach to equity, diversity, and inclusion (EDI) within disability services is unique, particularly as we work within the realms of disability, community and the arts. We prioritise diversity over conventionalism and proactively stand up and speak out to help those at risk of being marginalised. Our ethos highlights the belief that everyone, regardless of ability or background, possesses creative capabilities and should have the opportunity to experience a sense of belonging within society. By embracing diversity and striving for inclusivity, the charity aims to create an environment where all individuals are valued for their unique contributions, fostering a sense of community and empowerment among those we serve.

Protected characteristics, as defined by the Equality Act 2010 include:

- age
- disability
- gender reassignment
- marriage or civil partnership (in employment only)
- pregnancy and maternity
- race
- religion or belief
- sex
- sexual orientation.



Reporting complaints/breaches of policy

- All members of staff/volunteers/members have a legal and moral obligation not to discriminate and to report incidents of discrimination against any individual or group of individuals to Graeme Davis.

Our commitment

- Encourage equality, diversity and inclusion in the workplace as they are good practice and make business sense
- To create an environment in which individual differences and the contributions of all our staff, volunteers and beneficiaries are recognised and valued
- Every member of staff, volunteer and beneficiary is entitled to be part of an environment that promotes dignity and respect to all. No form of intimidation, bullying or harassment will be tolerated.
- Make opportunities for training, development and progress available to all staff, who will be helped and encouraged to develop their full potential, so their talents and resources can be fully utilised to maximise the efficiency of the charity.
- Breaches of our equality policy will be regarded as misconduct and could lead to disciplinary proceedings (staff) or will be asked not to return (beneficiaries).
- The policy will be monitored and reviewed annually.

The equality, diversity and inclusion policy is fully supported by senior management at Music24.

Name:.....

Position:.....

Signed:.....

Date:.....