

## Equality, diversity and inclusion policy

Board Champion	Rupert Walters
Staff Champion	Deborah Potts
Last Reviewed	May 2024
Next Review Date	May 2025

The Music Works is committed to equal opportunity, inclusion, and diversity in all areas of its work. We want to ensure equality of opportunity and embrace and champion the artistic and creative strengths that diversity provides. This extends to our participants, audiences, the communities we work with, artists we support, and all our workforce.

Our aim is that the work we create and the teams we work with to create it, are truly representative of our target audience (at least 50% lived experience of challenging circumstances<sup>1</sup>), and that individuals feel valued and empowered when they work with us.

We will strive continually to recognise and enable the engagement and access needs of all individuals and monitor our progress to ensure that we treat people according to their needs and do not tolerate any form of discrimination on the grounds of gender, gender reassignment, marital or maternal status, family situation, ethnicity, social background, disability, sexual orientation, religion and/or age.

We conduct an annual EDI audit to evaluate our progress, identify areas for improvement, and ensure compliance with our policy and legal requirements.

Based on the findings of the annual EDI audit, we develop an annual action plan to address any identified gaps, set new targets, and outline specific actions to enhance our commitment to equality and diversity.

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<sup>1</sup> <https://www.sound-connections.org.uk/what-we-do/challenging-circumstances>

Through our equality, diversity and inclusion (EDI) action plans we have identified targets and areas of work to address barriers to engagement and create diverse representation and ownership from diverse communities throughout our work. This covers:

**Programming:** diverse musical programme content that reflects contemporary UK and in particular Gloucestershire's young people preferences

**Participation:** diverse practitioners representing our diverse participants, access and inclusion at the heart of all participation work, including being young-people-led in all of our practice

**Audiences:** diversification of audiences: through programme content - programming of diverse artists and relevant topics, and local outreach and community engagement

**Management and recruitment:** management of the organisation: ensuring diverse governance, workforce team and recruitment procedures underpinned by equality

The aim of the equality action plan is to ensure that:

- We make real the aspirations of The Music Works' , diversity and inclusion policy and relevant business plan commitments
- We develop a whole organisation approach to equality, inclusion, and diversity
- No member of staff, board, volunteer, freelancer, contractor, work experience student, audience member or participant is subject to unfair or unlawful discrimination
- Our staff, freelancers and board members are aware of the historical, cultural, and social barriers experienced by many individuals and groups, understand the forms and effects of discrimination, the value of promoting diversity within the company and their role and responsibilities regarding these
- The places, physical, online and in print, where we engage with our audiences are accessible for those with disabilities and additional needs

- Marketing strategies are devised to attract new audiences and participants to make it possible for *all* young members of the community, but particularly those living in challenging circumstances, to have full access to our work
- We represent and reflect artistically, administratively and in all areas of our activity, the cultural diversity of the communities we work with

This policy will be monitored and will be reviewed annually or more frequently where needed in response to changes in equalities law, or areas of need identified by the workforce.