

Barnsley Music Education Hub

(Lead organisation Barnsley Music Service)

Equality, Diversity and Inclusion Policy

Definitions

Barnsley MEH (BMEH) recognises and values the differences between people. We seek to create a positive culture of respect for every individual who is connected to us, whether board members, partners, or staff members of our lead organisation (Barnsley Music Service). We try not to make assumptions about any individual, their circumstances or their needs. We aim to create an environment where people feel comfortable to articulate specific needs, if they have any, and then we put measures in place to meet those needs. We welcome, encourage and celebrate diversity.

This policy reflects the requirements of The Equality Act 2010 and aims to ensure that all employees adhere to those requirements. We regard this as a base line and aspire to beyond the requirements of the law.

Many individuals in our society face different kinds of discrimination in their daily lives.

It is against the law to discriminate against anyone because of:

- Age
- Gender
- Being married or in a civil partnership
- Being pregnant or having a child
- Disability
- Race including nationality, ethnicity and national origin
- Religious belief or lack of religious belief
- Sexual orientation

Discrimination happens when a person is treated better or worse than another simply because of who they are. For example, a person is discriminated against because of the colour of their skin; because they are a woman; because they are older; because they are disabled or because of their sexuality.

Discrimination is a complicated thing and can come in one of the following forms:

- Direct discrimination - treating someone with a protected characteristic less favourably than others.
- Indirect discrimination - putting rules or arrangements in place that apply to everyone, but put someone with a protected characteristic at an unfair disadvantage.
- Harassment - unwanted behaviour linked to a protected characteristic that violates someone's dignity or creates an offensive environment for them.
- Victimisation - treating someone unfairly because they've complained about discrimination or harassment.

Some people don't think that fighting against discrimination is important or they think that given time, things will improve by themselves. We believe that things will only get better when we think about the issues involved, when we seek out and remove obstacles to participation and progress that individuals face. So, we organise our services, policies and our activities in ways that work against discrimination and encourage diversity. This process is about equality, working to make sure that every individual:

- is regarded as an important individual, worthy of respect and fair treatment
- has an equal and fair chance to use the services and facilities on offer
- is given equal opportunity to develop their full potential.

Race

Racism consists of words or practices that disadvantage an individual because of their ethnic origin, colour or culture. It denies a person equal access to services, social status and value. Racism can be demonstrated by individuals, by groups of individuals and by organisations. BMEH is committed to opposing racism in relation to all ethnic groups. We will take action to enable access to more opportunities in our offer for individuals of a wider range of ethnic origins.

Disability

BMEH recognises that a disabled person can face complex social and economic disadvantages in our society. We aim to focus on what an individual can do and how we can best support them. We will not make assumptions about an individual's abilities or needs. We will respect the individual's own definition of their ability and respond to any specific needs that they choose to articulate. We will design and run our services in ways that best enable any individual with disabilities to participate - as a user, a manager or a worker.

We will give equal encouragement to women, men (both cis and transgender) and non-binary people to use our services and facilities, removing wherever possible the practical barriers that may exist. We will work to dispel any myths about roles and natural abilities in relation to particular art forms, areas of responsibility or activities.

Sexual orientation

We condemn and challenge discrimination against all members of the LGBTQIA+ community including lesbians, gay men, those who are trans, people who are bi or pan-sexual, and those who are asexual or intersex. We welcome all LGBTQIA+ users to all areas of our offer and employment opportunities.

Class

Class assumptions and divisions remain discriminatory aspects of today's society. We wish all users and workers to be aware of the negative and damaging effects of class discrimination. We will work towards encouraging a positive appreciation of the value of different class experiences.

Age

We know it is important that people of all ages and the contributions that they can make are valued. We will take steps to ensure that the interests of younger people are represented and catered for in our practice and range of musical offers. We will ensure that no stereotypes regarding age-appropriate activity are perpetuated.

Responsibilities

We are opposed to discrimination against people on the grounds of political, cultural, moral or religious belief. We recognise the value of living in a society which has lots of different cultures and beliefs. We actively work to extend the appreciation of cultural difference and to celebrate it.

We all have a right and a responsibility to challenge the attitudes of anyone involved with or part of BMEH if those attitudes run counter to, or make it impossible for them to agree with our EDI policy.

We all have a personal responsibility for the practical application of this policy in day to day life, relationships with colleagues and interaction with young people.

BMEH supports this statement with a set of standards which we are striving to achieve in the areas of recruitment, employment, management, programming, facilities and marketing.

Standards

Barnsley Music Service as the employer of the lead organisation's staff and a council service will follow BMBC policy and guidelines:

'Working together for a brighter future, a better Barnsley'

- Barnsley Metropolitan Borough Council values and supports equality, diversity and inclusion. Our aspiration is for a more equal town where no-one is left behind, where diversity is embraced and respected. To achieve this we will lead by example, listen, and act when our communities tell us how we can do better.

We will continue to ensure we pay due regard to:

- Eliminate discrimination in the planning and delivery of our services in terms of the Equality Act 2010 protected characteristics of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex, sexual orientation.
- Tackle harassment, promote and support good relations and cohesion between all communities.
- Promote equality of opportunity and make our services more accessible.
- We know that an inclusive and diverse workforce makes us stronger. That is why we are committed to building a workforce that is truly representative of all sections of society. A workforce where everyone feels respected and able to reach to their full potential.

The policy's purpose is to:

- provide equality, fairness and respect for all in our employment.
- not unlawfully discriminate because of a person's age, disability, gender reassignment, marriage and civil.