

# SoCo Music Project – Equal Opportunities Policy

SoCo Music Project is committed to the principles and practice of Equality. We value the diversity of the local population and want our services, facilities and resources to be accessible and useful to every citizen regardless of any individual characteristic which may unfairly affect a person's opportunities in life.

The aim of this policy is to communicate the commitment of the organisation, Committee and members to the promotion of equality of opportunity in SoCo Music Project.

## **The Equality Act 2010**

The Equality Act 2010 (the Act) replaces the previous anti-discrimination laws with a single Act. It simplifies the law, removing inconsistencies and making it easier for people to understand and comply with it. It also strengthens the law in important ways, to help tackle discrimination and inequality. The majority of the Act came into force on 1 October 2010.

The act replaces the following legislation:

Sex Discrimination Act 1975, Race Relations Act 1976, Disability Discrimination Act 1995, Employment Equality (Religion or Belief) Regulations 2003, Employment Equality (Sexual Orientation) Regulations 2003 and the Employment Equality (Age) Regulations 2006.

More information can be found here:

<https://www.gov.uk/guidance/equality-act-2010-guidance>

It is our policy to provide equality of membership to all, irrespective of:

- age
- disability
- gender reassignment
- marriage and civil partnership
- pregnancy, maternity and paternity
- race
- sex
- religion and belief
- sexual orientation
- social economic status

We are opposed to all forms of unlawful and unfair discrimination. All members of the organisation will be treated fairly and will not be discriminated against. Decisions on membership, selection for employment, training or any other benefit will be made objectively, without unlawful discrimination, and based on aptitude and ability.

## **Types of Discrimination – all are unlawful**

**Direct discrimination:** Is treating one person less favourably than another on grounds of age, disability, gender reassignment, marriage and civil partnership, pregnancy, maternity and paternity, race, religion and belief or sexual orientation.

**Indirect discrimination:** Putting rules or arrangements in place that apply to everyone, but that 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 either directed towards themselves or in support of another individual.

### **Equality commitments**

We recognise that the provision of equal opportunities in all our activities will benefit the organisation. Our equal opportunities policy will help members to develop their full potential and the talents and resources of the members will be utilised fully to maximise the effectiveness of the organisation.

We are committed to:

- promoting equality of opportunity for all persons
- promoting a good and harmonious learning environment in which all are treated with respect and dignity and in which no form of intimidation or harassment is tolerated
- preventing occurrences of unlawful direct discrimination, indirect discrimination, harassment and victimisation
- fulfilling all our legal obligations under the equality legislation and associated codes of practice
- complying with our own equal opportunities policy and associated policies
- breaches of our equal opportunities policy will be regarded as misconduct and could lead to termination of employment or membership

This policy is fully supported by the Directors and was adopted by SoCo Music Project on 19th August 2016. It has since been reviewed and updated on an annual basis.

### **Implementation**

The Directors have specific responsibility for the effective implementation of this policy. We expect all employees and members to abide by the policy and help to create the equality environment which is its objective.

In order to implement this policy we shall:

- Communicate the policy to employees and members by issuing an induction pamphlet to all existing, and new members
- SoCo Music Project ensure that it will not consciously, or unconsciously discriminate in the selection or recruitment of applicants for membership of the group
- Incorporate specific and appropriate duties in respect of implementing the equal opportunities policy into roles and responsibilities of the Directors, employees and committee members
- Incorporate equal opportunities notices into general communications practices (e.g. announcements, annual report at annual general meeting, notices and newsletters). This policy will be read out to all members at each annual general meeting

- Ensure that adequate resources are made available to fulfill the objectives of the policy

**Monitoring and review**

We will establish appropriate information and monitoring systems to assist the effective implementation of our equal opportunities policy. The effectiveness of the policy will be reviewed (at least annually) and action taken as necessary.

Signed and dated on behalf of SoCo Music Project

Matt Salvage	Director		19 <sup>th</sup> August 2018
Jon Haughton	Director		19 <sup>th</sup> August 2018