

## **EQUAL OPPORTUNITIES POLICY STATEMENT**

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Orchestras Live is committed to implementing a policy which promotes equality of opportunity, access, participation and contribution to enable the widest range of people to be inspired, motivated and empowered by excellent live orchestral music. This includes eliminating, both within and beyond the framework of existing legislation, discrimination in its own policies and practices and those areas over which it has influence, for example as an enabler and funder of activity.

This Policy is set within the framework of Orchestras Live's Inclusion Policy and Action Plan and is reviewed annually.

The intention of this Policy is to ensure that all staff, trustees and partners with whom we work or might work, are treated equally and as individuals, regardless of particular characteristics or beliefs.

Orchestras Live will initiate and support appropriate action to eliminate the barriers which prevent equality of access and will implement this Policy across all aspects of its work:

- the appointment of staff, their conditions of service and employment procedures
- the appointment of trustees and consultants
- policy making and funding schemes
- all dealings with partners and other stakeholders
- conditions of funding

### **Employment Policy**

Orchestras Live is committed to a policy of equality of opportunity in its employment practices and recognises that discrimination is both unacceptable and unlawful. Employees who have a disability or other additional needs will receive the necessary help, within reason, to enable them to carry out their normal duties effectively. Orchestras Live will not tolerate any form of harassment or bullying and aims to provide a working environment in which no one feels threatened or intimidated.

Throughout the staff recruitment and selection process Orchestras Live aims to promote equality of opportunity by treating all potential staff equally, regardless of colour, race, ethnic or national origin, religion, political belief, social or economic class, marital or parental status, gender or gender identity, sexual orientation, age or disability. The selection criteria and procedures are reviewed regularly to ensure that individuals are selected on the basis of relevant merit and ability and that interview questions are not of a discriminatory nature.

In order to deliver this policy, training for staff and trustees will be made available as appropriate as part of a culture of ongoing professional development throughout the organisation.

### **Status of this policy statement**

This policy statement is reviewed annually.