



Equal Opportunities Policy

Music for People (Summer School of Music) recognises that everyone has a contribution to make to our society and a right to equal opportunity.

No director, Summer School applicant, student, tutor, assistant tutor, accompanist, volunteer, helper or organisation/individual to which we provide services will be discriminated against by us on the grounds of:

- gender (including sex, marriage, gender re-assignment);
- race (including ethnic origin, colour, nationality and national origin);
- disability;
- sexual orientation;
- religion or belief, or lack of religion or belief;
- age
- or any other unlawful or unfair discrimination

We aim to promote equal opportunities, eliminate discrimination and eliminate harassment through the following:

- Opposing all forms of unlawful and unfair discrimination.
- All directors, tutors, assistant tutors, accompanists, volunteers, helpers and students will be treated fairly and with respect.
- Selection of tutors, assistant tutors, accompanists, directors, volunteers, student places at the School or for scholarships, training or any other benefit will be on the basis of aptitude and ability.
- All directors, tutors, assistant tutors, accompanists, volunteers, students and helpers will be helped and encouraged to develop their full potential and the talents and resources of individuals will be fully utilised to maximise the efficiency of the organisation.
- All directors, tutors, assistant tutors, accompanists, volunteers, students and helpers have a legal and moral obligation not to discriminate and to report incidents of discrimination against any individual or group of individuals to the Music for People (Summer School of Music) committee.

Our Commitment:

- To create an environment in which individual differences and the contributions of all our directors, tutors, assistant tutors, accompanists, students, volunteers, helpers and beneficiaries are recognised and valued.
- All directors, tutors, assistant tutors, accompanists, students, volunteers, helpers and beneficiaries are entitled to be part of an environment that promotes dignity and respect to all. No form of intimidation, bullying or harassment will be tolerated.
- Equal development opportunities are available to all directors, tutors, assistant tutors, accompanists, students, volunteers, helpers and beneficiaries.
- Equality is good management practice and makes sound sense. Breaches of our equality policy will be regarded as misconduct and could lead to disciplinary proceedings or disqualification from the School.
- This policy is fully supported by the M4P committee.
- The policy will be monitored and reviewed annually.

The successful implementation of this policy depends on the awareness and commitment of all our directors, tutors, assistant tutors, accompanists, students, volunteers, helpers and beneficiaries. Hence, all new directors, tutors, assistant tutors, accompanists, students, volunteers, helpers and beneficiaries will be made aware of its existence on joining the organisation, and reminded they must conform to it on a regular basis.