



Equality, Diversity and Inclusion Policy

Introduction

In-Spire Sounds recognises that in society, certain groups or individuals experience disadvantage, discrimination, and exclusion on the basis of characteristics that are irrelevant to their potential or contribution.

In-Spire Sounds is committed to promoting equality, diversity and inclusion (EDI) in all aspects of its work. We aim to create an environment where everyone is treated fairly, with dignity and respect, and where individual differences and the contributions of all are recognised and valued.

This policy is underpinned by the **Equality Act 2010**, which legally protects people from discrimination in the workplace and wider society on the basis of the following *protected characteristics*:

- Age
- Disability
- Gender reassignment and gender identity
- Marriage and civil partnership
- Pregnancy and maternity
- Race (including colour, nationality, ethnic or national origin)
- Religion or belief
- Sex
- Sexual orientation

In addition to our statutory obligations, In-Spire Sounds recognises its moral and social responsibilities. We are committed to advancing equality of opportunity, fostering good relations, and eliminating unlawful discrimination, harassment and victimisation.

Scope

This policy applies to all trustees, staff, volunteers, participants, contractors, and anyone engaging with In-Spire Sounds.

Commitments

In-Spire Sounds is committed to:

- Treating all people with dignity and respect, valuing the diversity of all.
 - Promoting equality of opportunity and embedding inclusive practices across our organisation.
 - Making services, programmes and activities accessible, appropriate and fair for all.
 - Encouraging participation from groups who are under-represented or disadvantaged.
 - Creating an organisational culture where differences are recognised and celebrated.
 - Actively challenging discrimination, harassment and prejudice wherever they occur.
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Our Aims

We aim to:

- Provide services and opportunities that are accessible and responsive to the needs of our community.
 - Ensure that our employment, volunteering, and trustee recruitment practices are fair, transparent, and inclusive.
 - Support and encourage the development of our staff and volunteers so they can fulfil their potential and contribute fully.
 - Build partnerships with diverse communities to strengthen trust, participation and representation.
 - Continuously review and improve our policies, services and practices to ensure EDI principles are embedded.
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Responsibilities

- **Trustees** hold overall responsibility for ensuring this policy is implemented and monitored.
- **Managers, staff and volunteers** are expected to uphold the policy and demonstrate inclusive behaviours in their work.
- **All participants and partners** engaging with In-Spire Sounds should respect the principles of equality, diversity and inclusion.

Breaches of this policy will be taken seriously and may lead to disciplinary or other appropriate action.

Implementation

In-Spire Sounds will:

- Communicate this policy clearly to all trustees, staff, volunteers and participants.
- Provide appropriate training and support to embed EDI principles into day-to-day practice.
- Monitor and review services, communications and events to ensure they remain accessible and inclusive.
- Collect, monitor and review relevant data to evaluate the effectiveness of this policy and inform improvement.
- Take positive action where necessary to address under-representation or disadvantage.

Complaints

Complaints relating to discrimination, harassment or unfair treatment will be dealt with fairly, sensitively and in confidence.

- Complaints will be investigated promptly, objectively and independently.
- The Chair of Trustees will ensure that complaints are reported to the Board and addressed appropriately.
- Complaints regarding the Chair should be directed to the Designated Safeguarding Lead.

Contact details:

- **Designated Safeguarding Lead:** Kingsley Pratt Boyden
 - Email: info@inspiresounds.co.uk | Tel: 07724 064478
- **Chair of Trustees:** Agya Poudyal
 - Email: agyapoudyal@gmail.com

Monitoring and Review

In-Spire Sounds is committed to continuous improvement in equality, diversity and inclusion. We will:

- Monitor our workforce, volunteers and service users to assess representation and identify barriers.
- Act on findings to ensure progress towards greater inclusivity and fairness.
- Review this policy annually to ensure compliance with legislation and alignment with best practice.

This policy was last updated on: 22/09/2025

Next review due: 23/09/2026