



## **Equal Opportunities Policy**

### **Introduction**

In-Spire Sounds accepts that in society certain groups or individuals are denied equality on the grounds of race, gender, marital status, caring responsibilities, disability, gender re-assignment, age, social class, sexual orientation and religion/belief or any other factor irrelevant to the purpose in view.

In-Spire Sounds welcome the statutory requirements laid down in:

- ✓ The Equal Pay Act 1970
- ✓ The Rehabilitation of Offenders Act 1974
- ✓ The Sex Discrimination Act 1975
- ✓ The Race Relations Act 1976 and the Race Relations Amendment Act Feb 2000
- ✓ The NHS Community Care Act 1990
- ✓ The Disability Discrimination Act 1995
- ✓ The Asylum & Immigration Act 1996
- ✓ The Human Rights Act Nov 1998
- ✓ The Employment (Religion or Belief) and (Sexual Orientation) Regulations 2003.

In-Spire Sounds recognises that it has moral and social responsibilities that go beyond the provisions of the above-mentioned Acts and Regulations, and that it should support and contribute to the wider process of change through all aspects of its work and practices in order to eliminate discrimination and promote equality and diversity.

In-Spire Sounds is committed to taking positive steps to ensure that:

- ✓ All people are treated with dignity and respect, valuing the diversity of all.
- ✓ Equality of opportunity and diversity is promoted.
- ✓ Services are accessible, appropriate and delivered fairly to all.
- ✓ The mix of its employees, volunteers and trustees reflects, as far as possible, the broad mix of the population of its local community.
- ✓ Traditionally disadvantaged sections of the community are encouraged to participate in policy decisions about, and the management of the services provided.

### **Policy**

This policy applies to all participants, trustees, staff and volunteers.

## **Commitment**

Equality and diversity are central to the work of In-Spire Sounds. In-Spire Sounds will treat all people with dignity and respect, valuing the diversity of all. It will promote equality of opportunity and diversity. It will eliminate all forms of discrimination on grounds of race, gender, marital status, caring responsibilities, disability, gender re-assignment, age, social class, sexual orientation, religion/ belief, irrelevant offending background or any other factor irrelevant to the purpose in view.

It will tackle social exclusion, inequality, discrimination and disadvantage.

For this policy to be successful, it is essential that everyone is committed to and involved in its delivery. In-Spire Sounds goal is to work towards a just society free from discrimination, harassment and prejudice. In-Spire Sounds aims to embed this in all its policies, procedures, day-to-day practices and external relationships.

In-Spire Sounds aims to:

- ✓ Provide services that are accessible according to need.
- ✓ Promote equality of opportunity and diversity in volunteering, employment and development.
- ✓ Create effective partnerships with all parts of our community.

In-Spire Sounds objective is to realise its standards by:

- ✓ Sustaining, regularly evaluating and continually improving its services to ensure equality and diversity principles and best practice are embedded in our performance to meet the needs of individuals and groups.
- ✓ Working together with the community to provide accessible and relevant service provision that responds to service users' needs.
- ✓ Ensuring staff, volunteers and trustees are representative of the community served and the employment policies are fair and robust.
- ✓ Responding to volunteer's & employees' needs and encouraging their development to increase their contribution to effective service delivery.
- ✓ Recognising and valuing the differences and individual contribution that all people make to In-Spire Sounds.
- ✓ Challenging discrimination.
- ✓ Providing fair resource allocation.
- ✓ Being accountable.

## **Why have this policy?**

In-Spire Sounds recognises, respects and values diversity in its Trustees, employees, volunteers and participants.

In-Spire Sounds has this policy because it is a people-led organisation that must always ensure it meets the needs of the community through fair and appropriate employment and development of the people who work and volunteer for In-Spire Sounds.

### **Responsibility for implementation**

This policy covers the behaviour of all people employed by In-Spire Sounds or using the services In-Spire Sounds offers. It sets out the way they can expect to be treated by In-Spire Sounds. The overall responsibility for ensuring adherence to and implementation of this policy lies with the Trustees and staff.

### **Method of implementation**

In-Spire Sounds intends to implement this policy by:

- Ensuring that it is a condition of paid employment for In-Spire Sounds.
- Ensuring that Trustees, staff, volunteers and participants are made aware, understand, agree with, and are willing to implement this policy.
- Monitoring the services, publicity and events provided by In-Spire Sounds, to ensure that they are accessible to all sections of the population and do not discriminate and taking active steps to ensure that participation is representative.

### **Monitoring and Reviewing**

In-Spire Sounds has declared its commitment to establishing, developing, implementing and reviewing a policy of equality of opportunity. Effective record keeping and monitoring, and acting on information gathered, are essential in order to measure effectiveness and plan progress. The policy will be reviewed annually.

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### **Contact Details**

In-Spire Sounds Designated Safeguarding Lead: Kingsley Pratt Boyden

Email: [in.spire.sounds.uk@gmail.com](mailto:in.spire.sounds.uk@gmail.com)

Tel: 07724 064478

### **Independent complaints:**

Complaints will be dealt with fairly, confidentially and sensitively.

Complaints will be taken seriously and investigated promptly, objectively and independently. The Chair of trustees will take relevant steps to make sure the complaint is raised with the board immediately, and any further actions required, will be made efficiently.

If you wish to make a complaint about any of our staff please contact Agya Poudyal (our chair of trustees)

Email: [agyapoudyal@gmail.com](mailto:agyapoudyal@gmail.com)

Please note that complaints about Agya are made to the Designated Safeguarding Lead

The policy must be reviewed and updated at least every 12 months

This policy was updated on: 06/06/2022