



# Chiltern Music Academy

## Equality and Diversity Policy

Review date April 2026

### Legal framework

1. We welcome our duties under the Equality Act 2010 to eliminate discrimination, advance equality of opportunity and foster good relations in relation to disability, ethnicity, sex (gender), religion/belief, sexual orientation, gender identity (and as relevant, pregnancy/maternity, and in relation to employment, age and marriage/civil partnership).
2. We recognise and act on all opportunities to promote community cohesion.
3. We recognise that these duties and intentions reflect international human rights standards as expressed in the UN Convention on the Rights of the Child, the UN Convention on the Rights of People with Disabilities, and the Human Rights Act 1998.
4. We recognise our duties under the Protection from Harassment Act 1997, to eliminate unwanted behaviour which could be offensive or cause alarm or distress. It can happen on its own or alongside other forms of discrimination. Unwanted behaviour could be in the form of spoken or written words, or abuse.

### Guiding principles

5. In fulfilling the legal obligations and our intentions cited above, we are guided by **three principles** with regard to all members of our community:

#### **Principle 1: All members are of equal value.**

We see all members and potential members, and where appropriate their parents and carers, as of equal value:

- whether or not they are disabled
- whatever their ethnicity, culture, national origin or national status
- whatever their sex (gender)
- whatever their gender identity
- whatever their religious or non-religious affiliation or faith background
- whatever their sexual orientation

#### **Principle 2: We recognise and respect difference.**

Treating people equally (Principle 1 above) does not necessarily involve treating them all the same. Our policies, procedures and activities must not discriminate but must nevertheless take account of differences of life-experience, outlook and background, and in the kinds of prejudice that people may face, in relation to:

- disability, so that reasonable adjustments are made
- ethnicity, so that different cultural backgrounds and experiences of prejudice are recognised
- sex(gender), so that the different needs and experiences of girls and boys, and women and men, are recognised
- religion, belief or faith background
- sexual orientation
- gender identity
- (and as relevant, pregnancy/maternity, and in relation to employment, age and marriage/civil partnership).

**Principle 3: We foster positive attitudes and relationships, and a shared sense of cohesion and belonging.**

We intend that our policies, procedures and activities should promote:

- positive attitudes towards disabled people, good relations between disabled and non-disabled people, and an absence of harassment of disabled people
- positive interaction, good relations and dialogue between groups and communities different from each other in terms of ethnicity, culture, religious affiliation, national origin or national status, and an absence of prejudice-related bullying and incidents
- mutual respect and good relations between boys and girls, and women and men, and an absence of sexual, homophobic, and gender identity based harassment

6. We recognise that the actions resulting from a policy statement such as this are what make a difference.

**Roles and responsibilities**

7. The Trustees are responsible for ensuring that the CMA complies with legislation, and that this policy and its related procedures and action plans are implemented.

8. The Principal is responsible for implementing the policy, for ensuring that all staff and consultants are aware of their responsibilities and for taking appropriate action in any cases of unlawful discrimination.

9. The Principal has day-to-day responsibility for co-ordinating implementation of the policy.

10. All staff and consultants are expected to:

- promote an inclusive and collaborative ethos
- recognise and challenge prejudice and discrimination. Any issues of inequality, harassment or discrimination should be reported to the Principal who will enable the parties involved to give their version of events before considering further action.

11. We ensure that the content of this policy is known to all staff and consultants and trustees by publishing it on our website and referencing it in our Music Leaders' and Volunteers' Handbooks. It is also available for all our members and/or their parents and carers.