

# **Music Makers of Milton Keynes**

## **Equal Opportunities Policy**

### **STATEMENT OF POLICY**

Music Makers of Milton Keynes is committed to the active pursuit of an equal opportunities policy which addresses the need and right of everyone in the Society to be treated with respect and dignity, in an environment in which a diversity of backgrounds and experiences is valued. It aims to ensure that no prospective or existing member should receive less favourable treatment on any grounds which are not relevant to dramatic and/or musical ability and attainment. The Society has a continuing programme of action to bring about the implementation of its policy.

### **CODE OF PRACTICE**

#### **Aims**

The encouragement of equal opportunities is consistent with the broader aims of the Society to educate the public in the dramatic and operatic arts.

The policy is intended to ensure that no prospective or existing member shall receive less favourable treatment on the grounds of age, race, colour, nationality, ethnic origins, creed, disability, HIV status, sexual orientation, gender, marital or parental status, political belief or social or economic class, or any other criterion accepted as unjustifiable by the governing committee.

#### **Member admissions**

The Society welcomes new members of all ages and social and ethnic backgrounds. Its policy aim is to promote equal opportunities, while at the same time selecting members who have the ability and motivation to educate the public in the dramatic and operatic arts. To this end, in the spirit of the Disability Discrimination Act 1995, the Society will undertake reasonable adjustments for members with disabilities to take part in the Society's activities, in accordance with the provisions of the Act.

#### **Widening participation**

The Society will continue to make provision for, to monitor and to review, the needs of particular members. It believes that those with disabilities should be able to take as full a part as possible in the activities of the Society. To this end, in the spirit of the Disability Discrimination Act 1995, the Society undertakes reasonable adjustments to meet both the general need for access and the specific needs of individuals with disabilities who wish to take part in those activities. It will ensure that such individuals are adequately and appropriately consulted about their needs and their views taken into account.

### **Special religious or cultural needs**

The Society will make reasonable efforts to meet the special needs of any individual arising from religious or cultural obligations.

### **Complaints procedure**

The governing committee will give a full hearing to any applicant or member who believes that he or she has been treated in a way which is not consistent with the equal opportunities policy. Members are encouraged to approach any member of the committee for help or to make a complaint, either on their own or another member's behalf.

### **Responsibility for equal opportunities**

The governing committee is jointly and severally responsible for the implementation of this policy.