

Equality and Diversity Policy

1 Scope

Dark Peak Music Trust is committed to eliminating discrimination and encouraging diversity amongst our organisation. Our aim is that our membership will be truly representative of all sections of society and each member feels respected and able to give of their best.

To that end the purpose of this policy is to provide equality and fairness for all in our organisation and not to discriminate on grounds of gender, marital status, race, ethnic origin, colour, nationality, national origin, disability, sexuality, religion or age. We oppose all forms of unlawful and unfair discrimination,

All members, Musical Directors, Tutors, Trustees and Parent Helpers will be treated fairly and with respect. Selection for membership will be on the basis of aptitude and ability. All members will be encouraged to develop their full potential and the talents and resources of the organisation will be fully utilised to this end.

2 Our Commitments

- To create an environment in which individual differences and the contributions of all members are recognised and valued.
- Every member is entitled to an environment that promotes dignity and respect to all. No form of intimidation, bullying or harassment will be tolerated.
- We will review all our membership practices and procedures to ensure fairness.
- Breaches of our equality policy will be regarded as misconduct and could lead to disciplinary proceedings.
- The policy will be monitored and reviewed annually.
- We will implement the intentions in this policy through regular review by the Trustees.