



# MUSINC Equality, Diversity and Inclusion Policy

*Musinc is funded by Arts Council England and the National Foundation for Youth Music, and hosted by Middlesbrough Council. Musinc have created this policy to work in line with all organisations.*

## Equality, Diversity and Inclusion Statement (Youth Music)

Equality, diversity, inclusion and social justice are values which are fundamental to Youth Music's ambition to achieve a Musically Inclusive England and sit at the core of our organisational processes, practices and culture.

We will strive to eliminate any unlawful or unfair discrimination including direct or indirect discrimination, discrimination by association, discrimination linked to a perceived characteristic, harassment and victimisation.

We will remain proactive in taking steps to ensure inclusion and engagement for all the people who work for and with us.

We will continue to strive towards a culture that is diverse and inclusive that recognises and develops the potential of all.

We recognise the business benefits and opportunities of having a diverse community of staff, who value one another and realising the contribution they can make to achieving Youth Music's vision.

The Equality Act 2010 provides the legislative framework that informs our work to promote equality of opportunity and reduce barriers to engagement, in particular for protected groups including:

- age\*
- disability\*
- ethnicity (including race, colour and nationality)\*
- gender\*
- gender reassignment\*
- religion or belief\*
- sexual orientation\*
- marriage and civil partnership\*
- pregnancy and maternity\*
- refugees and asylum seekers
- people who are neuro-divergent
- ex-offenders
- Under the Equality Act (2010) these are known as "protected characteristics".



## Achieving action

Alongside Tees Valley Music Service, and as strategic partners in the Tees Valley Music Education Hub, we have a joint Equality, Diversity & Inclusion strategy and action plan, which sets out how we plan to model best practice within our own organisations, as well as guiding and influencing hub partner organisations in their practices.

Alongside Middlesbrough Town Hall, we have also developed an EDI action plan which is aimed at developing the venue's inclusivity through its engagement activities and organisational practices.

See Appendix 7 for the Musinc and MTH EDI action plan 2023-26.

For further reading – both EDI strategy/plans mentioned above for 2023-2026 on the Musinc website [www.musinc.org.uk/about-us/musinc-policies/page](http://www.musinc.org.uk/about-us/musinc-policies/page)

To read Middlesbrough Council's Equality and Inclusion Policy 2021-2024 click here: [Equality and Inclusion Policy 2021 - 2024 | Middlesbrough Council Open Data \(arcgis.com\)](#)

## We define EDI as:

**Equality** – we believe in equality for all people. However, society is not equal, and for this reason we adopt an equitable approach to give support to those who need it most.

**Diversity** – we take active steps to ensure that our workforce and those we support through our work are represented, included and respected, whatever their gender, ethnicity, race, religious and political beliefs, education, socioeconomic background, disability, sexual orientation and geographic location.

**Inclusion** – we are committed to ensuring everyone feels welcome, no one feels uncomfortable and everyone is able to thrive and contribute equally regardless of who they are, where they're from, or what they're going through.

## What this means for anyone who works for and with us:

People who work at Musinc are integral to making our vision of equality and diversity a reality. This includes:

- Taking part in in-house and external training programmes to develop awareness, knowledge and skills to understand and adopt inclusive approaches to their work.
- Reading and committing to Musinc's Equality, Diversity and Inclusion Policy.
- Creating, participating in and supporting network groups to promote our equality and diversity practice.
- Making a commitment to be involved and become an EDI champion.