

Musinc Equity, Diversity and Inclusion Policy

Musinc is funded by Arts Council England and Youth Music and hosted by Middlesbrough Council. Musinc have created this policy to work in line with all our partner organisations.

Equity, Diversity and Inclusion Statement (Youth Music)

Equity, 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.

Youth Music is an equal opportunities and Living Wage employer. We are committed to attracting and recruiting diverse candidates as it's important that our trustees, staff, ambassadors and volunteers reflect the communities we serve at every level within the organisation.

- 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

Musinc has an Equity, Diversity and Inclusion plan which sets out how we plan to model and implement best practice across our work, but specifically in relation to our workforce, recruitment, communications, and programming.

We work with Middlesbrough Town Hall, to develop an additional EDI action plan which sets out to develop the venue's inclusivity through its governance, workforce, programming, audience development, and organisational practices.

We work alongside Tees Valley Music Service, as strategic partners in the Tees Valley Music Hub (TVMH), to develop, monitor and progress their Equity, Diversity & Inclusion strategies. This document sets out how TVMH plans to model best practice within their organisations, guiding and influencing the practices of hub partner organisations.

Musinc Inclusion Strategy 2024-26 (working document) [Musinc-Inclusion-Action-Plan-2024-26.pdf](#)

Middlesbrough Town Hall EDI Strategy (working document) – In Development

Tees Valley Music Education Hub EDI Strategy (working document)
<https://www.tvms.org.uk/access>

Middlesbrough Council's Equality and Inclusion Policy 2024-2027 [appendix-1-equality-and-inclusion-policy-2024-2027.doc](#)

Musinc and Middlesbrough Town Hall's EDI plans are reviewed annually, and updated versions are published online.

We define EDI as:

Equity – 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 equity 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 Equity, Diversity and Inclusion Policy and Action Plan
- Creating, participating in and supporting network groups to promote our equity and diversity practice.
- Making a commitment to be involved and become an EDI champion.

This policy is discussed and reviewed annually to ensure best practice.

If you have any questions or concerns about this policy, please contact musinc@middlesbrough.gov.uk

If you have a safeguarding concern please contact our Designated Safeguarding Officer, Samantha Knight (Samantha_knight@middlesbrough.gov.uk)