



MUSICAL WALKABOUT CIC

Equality, Diversity and Inclusion Policy

Issued: November 2023

Version: 1.0

Policy Approval

Approved By	Board of Directors
Date	30 November 2023

Issue and Revision Log

Issue	Date Issued	Date for Review
1.0	November 2023	November 2025

Musical Walkabout CIC is dedicated to encouraging a supportive, equal, diverse and inclusive culture amongst its workforce and volunteers.

Our aim is to ensure that all employees, volunteers, contractors and job applicants are given equal opportunity and that our organisation is representative of all sections of society. Each member of the workforce will be respected and valued and able to give their best as a result.

This policy reinforces our commitment to providing equality and fairness to all and avoiding less favourable facilities or treatment on the grounds of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race (which includes ethnicity, colour, nationality and country of origin), religion or belief, sex and sexual orientation. We are opposed to all forms of unlawful and unfair discrimination.

All employees, volunteers and contractors, no matter whether they are part-time, full-time or temporary, will be treated fairly and with respect. When Musical Walkabout CIC selects candidates for employment, promotion, training or any other benefit, it will be on the basis of their aptitude and ability.

All members of the workforce will be given help and encouragement to develop their full potential and utilise their unique talents. Suitably qualified disabled applicants and employees will be provided with reasonable adjustments to the workplace, equipment, policies and processes.

Musical Walkabout CIC commits:

- To create an environment in which individual differences and the contributions of all team members are recognised and valued.
- To create a working environment that promotes dignity and respect for everyone.
- To not tolerate any form of discrimination, bullying, harassment or victimisation.
- To encourage anyone who feels they have been subject to bullying or to discrimination or other forms of illegal behaviour to raise their concerns so we can apply corrective measures.
- To regularly review this policy and all our practices and procedures so that fairness is maintained at all times.

Any complaints regarding conduct that falls within the scope of this policy should be directed to the Nina Clark (Founder) (nina@musicalwalkabout.com) in the first instance.