

MUSIC PLATFORM EQUAL OPPORTUNITIES POLICY

Music Platform is committed to promoting equality of opportunity and inclusion across the organisation's work. To achieve this, Music Platform understands and approaches diversity in its most broadest and inclusive sense. This includes differences defined by social and cultural categories including gender, religion, sexual orientation, disability, 'race' and age. Music Platform further acknowledges differences that cut across social and cultural categories but are equally significant to equality of opportunity and inclusion such as health, education, economic and material disadvantage.

Music Platform will undertake all its functions and activities in a manner that makes its programmes and opportunities accessible to all. Wherever possible Music Platform will proactively address issues of under-representation and inclusion within the resources and remit of the organisation.

Staff and Governance

Music Platform will ensure that:

- those involved in Music Platform reflect a balance in terms of gender, religion, sexual orientation, disability, 'race' and age and are broadly representative of the local communities, this relates to
 - board membership
 - committee and working party membership
 - contracted artists
 - schools and community groups
 - staff and volunteer helpers
- all staff and contracted artists are treated with respect and fairness
- all aspects of selection procedures are free from bias
- Equal opportunity monitoring forms are part of every application process
- all staff have clear and up-to-date job descriptions which are reviewed annually in line with the Continuing Professional Development Policy
- all staff have access to performance review and training to enhance the skills required by their role in the organisation

Education & Community Programme

Music Platform will seek to:

- ensure that its equal opportunities policy is fully reflected in its Education and Community Programme
- achieve participation in its projects by involving a wide range of schools, community groups, and young people and adults across the United Kingdom
- ensure that school staff and community group leaders are involved as partners in project activities
- ensure that all participants are treated with respect and fairness, and enabled to take responsibility for their own musical decisions in listening, composing and performing

Audience

Music Platform seeks to involve as wide an audience as possible in its events and activities through

- diverse programming to attract diverse audiences
- programming which consolidates and extends Music Platform tradition of serving its local communities of residents and workers
- creating literature and publicity which is free from bias, gives clear information and attracts interest
- using translation to clarify information
- creating opportunities for those with diverse needs to share in musical events
- aiming to provide suitable technical equipment to support participation by those with sensory impairment
- adopting a ticket pricing policy which allows access to all sectors of the community
- ensuring all venues are physically accessible

Music Platform recognises that physical access to its current office accommodation does discriminate against those with motor disability.

Equal Opportunities monitoring form

Music Platform is committed to equal opportunities in employment. Recruitment and selection procedures are monitored to ensure that individuals are selected on merit and that there is no unfair treatment.

Your reply will be treated in confidence; this sheet will be removed before any assessment of your application takes place.

Position applied for:

Please state where you saw the advert for this post or how you heard about the job:

Age

How old are you? (please circle):

Under 20

20-29

30-39

40-49

50-59

60+

Disability

The Disability Discrimination Act defines disability as a physical or mental impairment which has a substantial and long term adverse effect on a person's ability to carry out normal day-to-day activities.

Do you consider yourself to have a disability? (please circle):

Yes

No

Gender

Are you (please circle):

Female

Male

Ethnic background

Please select the ethnic category that best represent you. As you make your decision, please think about what ethnic group means to you, that is, how you see yourself. Your ethnicity is a mixture of culture, religion, skin colour, language and the origins of yourself and your family. It is not the same as nationality.

White

British

Irish

Any other White background, please state _____

Asian or Asian British

Asian Bangladeshi

Asian Indian

Asian Pakistani

Any other Asian background, please state _____

Black or Black British

Black African

Black Caribbean

Any other Black background, please state _____

Chinese or other ethnic group

Chinese

Any other, please state _____

Dual Heritage

Dual Asian and White

Dual Black African and White

Dual Black Caribbean and White

Dual Chinese and White

Any other background, please state _____