

EQUALITY, DIVERSITY AND INCLUSION POLICY

For further information contact	CEO
Approval date	June 2026
Next review due	June 2027
Amendments	
June 2026	Full update for simplification, tighter legal wording, clearer structure, removal of unnecessary procedural detail, more consistent plain English.

1. Purpose and Commitment

B Sharp is committed to creating a welcoming, inclusive and respectful environment for everyone involved in our work.

We believe music should be accessible to all young people, regardless of background, identity, circumstances or ability. We celebrate diversity and aim to ensure that all participants, staff, trustees, volunteers, freelance workers and audience members are treated fairly and with respect.

Young people are at the centre of everything we do. We encourage and support young people to express themselves creatively, share their views and help shape our work.

We are committed to:

- promoting equality, diversity and inclusion;
- preventing discrimination, harassment, bullying and victimisation;
- removing barriers to participation where possible;
- making reasonable adjustments for disabled people;
- creating a culture where people feel safe, valued and listened to.

This policy supports our values and our responsibilities under the Equality Act 2010.

2. Scope

This policy applies to everyone involved with B Sharp, including:

- trustees
- employees
- volunteers
- freelance and sessional workers
- artists and guest practitioners
- trainees and work placement students
- participants and their families
- audience members and visitors.

The policy applies to all B Sharp activities, including workshops, rehearsals, performances, meetings, training, events and online activity.

3. Principles

We aim to treat everyone fairly and with dignity and respect.

We will not discriminate against anyone because of:

- age
- disability
- gender reassignment
- marriage or civil partnership
- pregnancy or maternity
- race, ethnicity, nationality or national origin
- religion or belief
- sex
- sexual orientation.

We recognise that people may experience barriers in different ways and we aim to respond with understanding, flexibility and respect.

We expect everyone involved with B Sharp to:

- behave respectfully towards others
- value difference
- challenge discriminatory behaviour where appropriate
- contribute to a safe and inclusive environment.

Discrimination, harassment, bullying or victimisation will not be tolerated, including behaviour presented as jokes or banter.

4. Legal Responsibilities

B Sharp will meet its responsibilities under the Equality Act 2010 and other relevant UK legislation.

The Board of Trustees has overall responsibility for this policy. Day-to-day responsibility sits with the CEO.

All staff, trustees, volunteers and freelance workers share responsibility for putting this policy into practice through their behaviour and decisions.

5. Accessibility and Inclusion

We aim to make our activities as accessible and inclusive as possible.

We will:

- advertise opportunities openly and widely
- work with partners to reach underrepresented and vulnerable young people
- offer concessions and free places where possible to reduce financial barriers
- consider access needs when choosing venues and planning activities
- make reasonable adjustments where possible
- provide additional support where appropriate to enable participation.

We recognise that some young people may need extra support to participate fully. This may include support for disabled young people, neurodivergent young people, young people with additional needs, or those facing other barriers.

Where resources allow, we may provide support staff, adapted resources, transport support or alternative ways to take part.

We aim to create an environment where young people feel listened to and able to influence our work and future direction.

6. Recruitment and Employment

B Sharp aims to recruit and support staff fairly and inclusively.

Recruitment, selection and promotion decisions will be based on skills, experience, suitability and potential.

We will:

- aim to reduce bias in recruitment processes
- support flexible working where possible

- encourage training and professional development
- provide induction and guidance for staff and volunteers
- promote a supportive working environment.

All staff, volunteers and freelance workers are expected to understand and follow this policy and our Code of Conduct.

Appropriate equality, diversity and safeguarding training will be provided as needed and proportionate to roles.

7. Safeguarding

B Sharp works with children, young people and vulnerable adults and is committed to safeguarding their welfare.

Our Safeguarding and Child Protection Policy should be read alongside this policy.

Any safeguarding concerns identified through equality or inclusion issues will be responded to in line with safeguarding procedures.

8. Reporting Concerns and Complaints

B Sharp takes concerns about discrimination, harassment or exclusion seriously.

Anyone who experiences or witnesses behaviour that may breach this policy is encouraged to report it as soon as possible. Concerns should normally be raised with the CEO in the first instance.

If the concern involves the Director, or if the matter is not resolved, concerns can be raised with the Chair of Trustees.

Reports will be handled fairly, sensitively and confidentially where possible.

B Sharp will take prompt, appropriate action in response to concerns or breaches of this policy.

9. Confidentiality and Data Protection

Information shared with B Sharp in relation to equality, inclusion or complaints will be treated sensitively and confidentially.

Personal information will be stored and handled in line with UK GDPR and data protection legislation.

10. Monitoring and Review

B Sharp will review this policy regularly to ensure it remains up to date, relevant and effective.

We will continue to listen to feedback from young people, families, staff, freelancers and partners to help improve inclusion and accessibility across our work.