

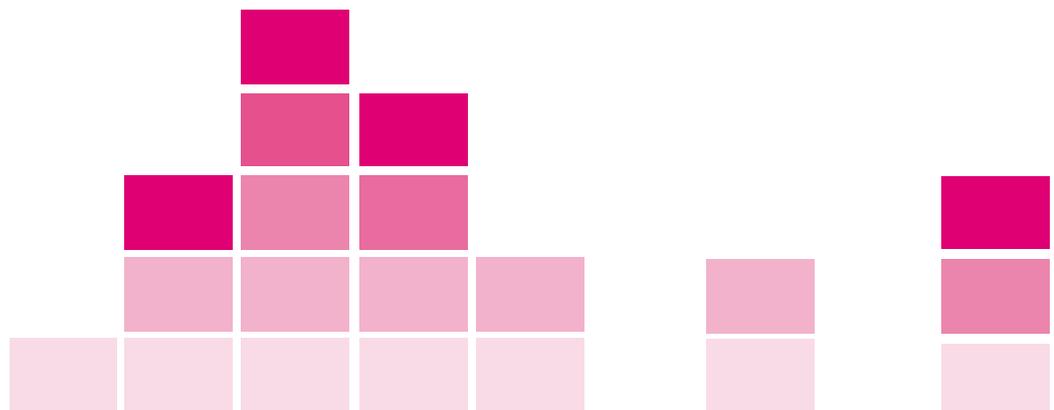


Cornwall Music **Education Hub**

Equal Opportunities Policy

12th April 2021

Cornwall Music Education Hub, Together for Families



1 - Purpose

To promote equal treatment for all staff of CMEH Partner organisations and children and young people who participate in CMEH activities irrespective of race, colour, sexual orientation, nationality, ethnic origin, religion, political belief, disability, age, gender or marital status; and that this is managed in such a way that the CMEH complies with Equal Opportunities legislation and Codes of Practice.

2 - Scope

This policy applies to all staff involved in delivering activities on behalf of the CMEH, including senior managers and the Strategy and Advisory Panel, paid staff, volunteers and sessional workers, agency staff, students or anyone working on behalf of the CMEH. It also applies to all participants of those activities.

3 - Policy Statement

The CMEH is committed to providing equality of opportunity. All employees have a part to play in achieving this and the CMEH will ensure that individuals are aware of their personal responsibility to follow and support the Equal Opportunity Policy.

No member of staff delivering a CMEH activity or child participating in that activity should receive unfair or unlawful treatment due to race, colour, ethnic or national origin, gender, age, sexual orientation, disability, marital status or religious or political beliefs.

The CMEH will seek to identify and act upon any unfair or unlawful discrimination, which denies individual opportunity on any of the criteria mentioned above. Staff, children and their families have the right to complain about unfair discrimination through the appropriate procedures.

Active steps will be taken to ensure that this policy is implemented and regularly reviewed. CMEH will ensure as far as possible that its services reflect the diverse needs of its customers.

4 - Adherence to Policy

It is the responsibility of Partner organisations to:

- Ensure that within their areas of responsibility the standards established within this policy are followed.
- Contribute to the development of an inclusive delivery plan.
- Review the effectiveness of the policy and all related delivery plans and communicate their views to the Hub manager.



All staff of partner organisations must:

- Co-operate with any measures introduced to ensure equal opportunity.
- Report any suspected discriminatory acts or practices.
- Not persuade or attempt to persuade others to practice unlawful discrimination.
- Not victimise anyone as a result of them having reported or provided evidence of discrimination.
- Not harass, abuse or intimidate others on account of their race, gender etc.

Any breach of the Equal Opportunities Policy will be dealt with through the disciplinary procedure of the Partner organisation. Serious offences, such as harassment, will be treated as gross misconduct.

5 – Complaints

Any employee or family who has a concern regarding the application of this policy should contact the CMEH Manager.

6 – Key Contact at CMEH

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