

## **WALL2WALL MUSIC EQUAL OPPORTUNITIES POLICY**

### **1 STATEMENT OF EQUAL OPPORTUNITIES POLICY**

- 1.1 The Wall2Wall Music acknowledges that discrimination exists in many areas of our society today and undertakes to play its part in reducing and eliminating such discrimination where it is within its sphere of influence to do so.
- 1.2 WALL2WALL MUSIC will use its best endeavours not to discriminate on the grounds of race, ethnic or national origins, gender, gender identity, marital or family status, sexual orientation, age, disability, religion and belief, employment status, trade union membership, political beliefs or socio-economic status. WALL2WALL MUSIC wishes to eliminate discriminatory practices, and remove barriers to genuine equality of opportunity wherever possible.
- 1.3 This policy applies directly to WALL2WALL MUSIC's Directors; its paid staff whether salaried or contracted; and its volunteers.
- 1.4 WALL2WALL MUSIC must conform to all relevant current legislative requirements in each country of operation.

### **2 SCOPE AND REVIEW**

- 2.1 The following areas fall within the scope of this policy and will be discussed in greater detail below:
  - employment and recruitment of staff and volunteers
  - training of staff and volunteers
  - events and activities
  - publications
- 2.2 Implementation of the Policy is the direct responsibility of the Directors and cannot be delegated. All aspects of this policy and indeed of WALL2WALL MUSIC's complete set of activities are monitored regularly by the Directors.
- 2.3 The Policy will be reviewed and revised as required at least every 3 years.
- 2.4 WALL2WALL MUSIC is committed to working to improve race equality throughout its activities.

### **3 EMPLOYMENT AND RECRUITMENT OF STAFF AND VOLUNTEERS**

- 3.1 WALL2WALL MUSIC is committed to ensuring that no applicant, employee or volunteer receives less favourable treatment on the grounds of race, ethnic or national origins, gender, gender identity, marital or family status, sexual orientation, age, disability, religion and belief, employment status, trade union membership, political beliefs or socio-economic status.
- 3.2 To this end WALL2WALL MUSIC will take every reasonable, practical step to ensure that:
  - when personnel decisions are made, the only personal characteristics taken into account are those which are necessary for the requirements and proper performance of the work involved, as well as being consistent with relevant legislation.
  - when a personnel decision is made about an individual, the decision is based solely on an assessment of the capability and suitability of that individual and not on any stereotype.

#### **4 TRAINING OF STAFF AND VOLUNTEERS**

- 4.1 An Equal Opportunities Policy will not operate itself. It requires commitment, understanding and training.
- 4.2 WALL2WALL MUSIC is committed to ensuring that its staff, Directors and other volunteers are trained and regularly updated to enable the Equal Opportunities Policy to be implemented.

#### **5 EVENTS AND ACTIVITIES**

- 5.1 WALL2WALL MUSIC feels that good equal opportunities practice is essential for the success of its activities, particularly events to which the general public are invited. It is especially important to guard against the possibility that the choice of venue or the cost of attending might prevent people taking part in WALL2WALL MUSIC events.
- 5.2 WALL2WALL MUSIC will seek to achieve this in the following ways:
- For public events, only venues that conform to good practice in relation to access as described by the Disability Discrimination Act will be used
  - For such events only neutral venues will be used
  - For such events, if prices are charged, concessionary rates will be made available for all those who would genuinely have difficulty in attending because of cost
  - For such events, all reasonable steps will be taken to address barriers which may prevent disabled people from attending. These may include but are not limited to signage, translation, PA/carers costs, specialised transport or accommodation.
  - Accessibility features and the availability of assistance made per above, will be mentioned in all publicity


#### **6 PUBLICATIONS AND COMMUNICATIONS**

- 6.1 WALL2WALL MUSIC wants to ensure that its publications are as accessible as possible, whether in printed or electronic format.
- 6.2 WALL2WALL MUSIC will make all its written material available as plain text as a matter of course and where ever possible will provide it in other formats as requested to meet individuals' particular access needs.
- 6.3 The availability of other formats will be clearly highlighted on all WALL2WALL MUSIC publications
- 6.4 WALL2WALL MUSIC will follow best accessibility practice in the use of size, font, colour and layout
- 6.6 WALL2WALL MUSIC recognises the need to produce materials in languages other than English where this is a legal requirement and in cases where not doing so would prohibit access to its services. In responding to this need WALL2WALL MUSIC will actively seek out partner organisations.
- 6.7 WALL2WALL MUSIC will ensure the maintenance of a website that meets current best practice in relation to accessibility eg. w3c
- 6.8 WALL2WALL MUSIC will be sensitive to local political and cultural issues in its use of images, colours and symbols.

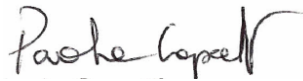
**7 MONITORING EQUAL OPPORTUNITIES PRACTICE**

- 7.1 In addition to evaluating conformance to this policy WALL2WALL MUSIC believes that it is important to monitor equal opportunities practice within its activities.
- 7.2 To monitor progress on improving the openness of events and recruitment, participants and applicants will be asked to provide information relating to equality issues. The information collected will be only presented in collated form and not attributable to any one individual.

*Approved by the Wall2Wall Music Directors, April 2011*



Sarah Murphy



Paola Capatti