



EQUAL OPPORTUNITIES POLICY

This policy seeks to express and to put into practice the belief of the CVYO that a positive attitude towards equality of opportunity is fundamental not only to a thriving musical atmosphere but essential to the full development of all those involved in its activities.

AIMS

It is a fundamental aim of the CVYO to strive to achieve equality of opportunity in all areas of its activities, equality of opportunity being defined as the freedom to pursue educational activities within the Orchestra community without hindrance.

The CVYO seeks to prevent discrimination against any of its members, whether individual or group. Orchestra and Support Team members will be treated solely on the basis of their merits, abilities and potential, regardless of race, gender, ethnic or national origin, religion, political beliefs and affiliations, socio-economic background, family circumstances, physical attributes, disability, sexual orientation or age (though students are subject to age related admission criteria). Discrimination is here defined as 'being treated less favourably' in accordance with the Equalities Act 2010.

OBJECTIVES

- To provide a high level of musical opportunity and achievement within the Orchestra
- To provide training and development for all Support Team members to raise awareness of the Orchestra's legal responsibilities and to promote good practice
- To eliminate any policy, practice or attitude which might discriminate directly or indirectly against any individual or group
- To seek to prevent all forms of harassment, bullying, intimidation or abuse that might be directed at any member of the Orchestra or Support Group
- To make all those involved in the recruitment and selection of Orchestra and Support Team members of their responsibilities and of these provisions and requirements regarding equal opportunities
- To ensure that Orchestra members can access funding to enable full participation in activities by application to the Colchester Young Musicians' trust

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