

Milton Keynes Sinfonia

Equality and Diversity Policy

This policy seeks to express and to put into practice the belief of Milton Keynes Sinfonia that a positive attitude towards equality and diversity is fundamental not only to a thriving musical atmosphere but essential to the full development of all those involved in its activities, and ensures that no individual or teams feel isolated.

Aims:

Milton Keynes Sinfonia is fully committed to the principles of equality and diversity and aims to ensure that everyone has a genuine and equal opportunity to participate in music making and associated activities and in all roles within the orchestra irrespective of their age, disability, gender, gender re-assignment, marriage or civil partnership, pregnancy or maternity, race (including colour, nationality, ethnic or national origin), religion or belief and sexual orientation.

This includes members, volunteers, participants, supporters and paid professionals. MK Sinfonia recognises that discrimination is unacceptable and will not tolerate direct or indirect discrimination. The orchestra will take, or support, positive action to eliminate individual and institutional discrimination.

Objectives:

In addition to a general ethos of awareness and avoidance of potential discrimination, MK Sinfonia will undertake to adopt the following policies:

- to understand and draw people from the communities it serves – drawing from a range of backgrounds, experiences and locations;
- to endeavour to select concert and rehearsal venues that are more accessible to those with disabilities;
- to endeavour to be accessible to everyone - engaging the public sector we serve;
- to offer concessionary rates to financially disadvantaged groups in society;
- To be flexible – supporting innovation, performance and engagement;
- To welcome talent from wherever it comes – attracting the best talent from all backgrounds;
- to encourage broad representation from different groups on the committee;
- to publicise the existence of this policy to all involved with Milton Keynes Sinfonia;
- to adhere to all legislation relevant to potential discrimination;
- to review our equal opportunities policy at regular intervals.

Action Plan:

Responsibility for the implementation of the following measures lies with all members of the committee:

- consider how we can improve our recruitment of young musicians and those from poorly represented groups in society;
- endeavour to ensure that all venues for concerts and rehearsals comply with the Disability Discrimination Act (1995);

- respond promptly to any request for publicity material in various formats;
- offer concessionary rates for tickets to financially disadvantaged groups in society;
- review the Equal Opportunities Policy at three yearly intervals.