

## **Global Music Visions C.I.C. Equal Opportunities Policy**

### **Global Music Visions C.I.C. Statement on Equal Opportunities**

Global Music Visions C.I.C. is committed to implementing and promoting equal opportunities in its activities, services and practice. It realises that discrimination exists in society (whether protected by law or not), and believes that this prevents potential and ability from being realised in children, young people and adults.

Global Music Visions C.I.C. will not tolerate discrimination on the basis of:

- Race
- Colour
- Gender and Gender Reassignment
- Sexual orientation or identity
- Ethnic or national origin
- Disability
- Partnership status or home responsibility
- HIV or AIDS status
- Age
- Political or religious belief
- Trade union activity
- Socio-economic background
- Refugee or asylum seeker status
- Pregnancy and Maternity/Paternity

As a provider of a service to the community, Global Music Visions C.I.C. accepts the responsibility to promote equal opportunities and challenge discrimination wherever it occurs. This document sets out the main consequences of this commitment and the action to be taken in order to achieve equal opportunities.

Global Music Visions C.I.C. recognises that some users of its services may, because of their past or present distress or illness, say or do things, which would otherwise be unacceptable and incompatible with Global Music Visions C.I.C. Equal Opportunities Policy. Global Music Visions C.I.C. will do all it can to challenge such behaviour. In cases where intervention is possible a gentle approach will be adopted, which aims to alter attitudes and behaviour, while maintaining support for the distressed client.

Global Music Visions C.I.C. reserves the right to open its membership to members of other organisations who support our aims and objectives. However, it will exclude from membership any individual or group that actively work against the development of an equal opportunities policy over time, despite encouragement from Global Music Visions C.I.C.

Global Music Visions C.I.C. realises that a genuine commitment to equal opportunities must operate on all levels:

- Global Music Visions C.I.C. will prevent unfavourable treatment, directly or indirectly, upon individuals from any group facing discrimination in its recruitment and deployment of human resources. Where discrimination does occur, it will be dealt with through the agreed procedures. This will be achieved by following the Global Music Visions C.I.C. Equal Opportunities Policy.
- Global Music Visions C.I.C. will seek to prevent discrimination and ensure equal representation in the services it provides, the structures that it facilitates and the practice through which it carries out its work. This involves the development of greater diversity in the management committee, networks and membership, to ensure a genuinely wide representation.

### Responsibility

- 1.1. The Manager of Global Music Visions C.I.C. has overall responsibility for the effective operation of this policy. However, any volunteers, Freelance workers, anyone working within our organisation, and service users have a duty, as part of their involvement with Global Music Visions C.I.C. to do everything they can to ensure that the policy works in practice. Those responsible for recruiting people to work in Global Music Visions C.I.C. projects are responsible for ensuring that they are aware of Global Music Visions C.I.C. Equal Opportunities Policy and adhere to it while working within Global Music Visions C.I.C.
- 1.2. Global Music Visions C.I.C. will bring to the attention of all volunteers, workers, and service users the existence of this policy, and will provide such training as is necessary to ensure that the policy is effective and that everyone is aware of it.
- 1.3. If any service user or volunteer/worker feels that they have been, or are being discriminated against, in any way, they are entitled to pursue the matter with the Manager.
- 1.4. All instances or complaints of discriminatory behaviour will be treated seriously.
- 1.5. Complaints or allegations of an unfounded or malicious nature will also be treated as serious.

### Disabled Access

- 1.6. Global Music Visions C.I.C. will ensure that all the premises it uses have disabled access and facilities.

1.7. Global Music Visions C.I.C. will ensure where possible, that all communications and any equipment used, including assistive aids will be accessible.

### Use of Language

1.8. Volunteers, workers, and service users should avoid and challenge the use of language, which, in any way, belittles anyone.

1.9. Where the language used has a personal impact on others, and it has been made clear to the person concerned that their use of such language is unwelcome and/or offensive, disciplinary action may be taken if they persist with it.

1.10. All materials used or developed by Global Music Visions C.I.C. will be judged in the light of the promotion of equal opportunities, and those considered to be discriminatory will not be used.

### Sexual Harassment

1.11. No volunteer, worker or service user should be subject to sexual harassment.

1.12. This is interpreted as unwanted behaviour of a sexual nature including:

- Verbal sexual abuse
- Physical contact
- Repeated remarks which an individual finds offensive

1.13. If it has been made clear to the person concerned that their behaviour is unwelcome and they persist with it, then the service user, staff member, or volunteer who is the recipient of the behaviour will be entitled to make a formal complaint.

### Monitoring and Review

The Policy will be constantly reviewed by the Manager to ensure that no member of the group is put to a disadvantage either directly or indirectly. This monitoring will apply to the practices of staff, workers, and volunteers, the member organisation, and the provision of services.

It is the responsibility of every individual to eliminate discrimination and to ensure the practical application of this Policy.

Global Music Visions C.I.C. will review this policy every year.

Signed: D. Shervill. Director/Founder Global Music Visions C.I.C.

Adopted on: 11/01/2026

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Company No: 9925198 England and Wales