



Equality and Diversity Policy

Equality, diversity, inclusion and social justice are values which are fundamental to Waltham Forest Music Education Hub (WFMEH). It is our ambition that these values are placed at the core of our organisational policies, processes, practices and culture.

Equality

- We believe in equality for all people. However, society is not equal, and for this reason we will adopt an equitable approach to give support to those who need it most.
- We will strive to eliminate any unlawful or unfair discrimination, including direct or indirect discrimination, discrimination by association, discrimination linked to a perceived characteristic, harassment and victimisation.

Diversity

- We will take active steps to ensure that our workforce and those we support through our work are included and respected, whatever their gender, ethnicity, race, religious and political beliefs, education, socioeconomic background, disability, sexual orientation and geographic location.
- We recognise the business case for a diverse community of staff, who value one another and realise the contribution they can make to achieving WFMEH vision.
- We are committed to attracting and recruiting diverse candidates as it's important that our trustees, staff, ambassadors and volunteers reflect the communities we serve at every level within the organisation.
- WFMEH's approach to equality and diversity as an employer is to treat all employees, and potential employees, fairly and considerately.

Inclusion

- We are committed to ensuring everyone feels welcome, no one feels uncomfortable and everyone is able to thrive and contribute equally, regardless of personal and/or social background and lived experience. We will remain proactive in taking steps to ensure inclusion and engagement for all the people who work for and with us.
- We will model best practice through our communications, delivery, workforce and governance.

Inclusive Music Strategy

The **Waltham Forest Inclusive Music Strategy 2021-2025**, commissioned in 2019-20, sets out a series of recommendations intended to broaden the range of children with whom we engage, particularly those children in challenging circumstances, and will enable Waltham Forest Music Education Hub to identify and put in place those things that will enable us to make our provision more inclusive.

What this means for staff

People who work with Waltham Forest Music Education Hub are integral to making our vision of equality and diversity a reality. This includes:

- Reading and committing to WFMEH's Equality, Diversity and Inclusion statement
- Playing an active role in enacting, facilitating and promoting our equality, diversity and inclusion policy.
- Regularly reflecting on their own practice in order to develop and maintain an inclusive approach.
- Taking part (where appropriate) in in-house and external training programmes to develop awareness, knowledges and skills to better meet everyone's needs.