

Maldon Youth Orchestra (MYO) Diversity, Equity, and Inclusion Policy

Last revised: 31 January 2025

1. Our commitment

I. **Maldon Youth Orchestra (MYO)** is dedicated to fostering an inclusive, diverse, and equitable environment where everyone, regardless of their background, can participate fully in our activities.

II. We are committed to ensuring **equality of opportunity** for all and eliminating discrimination in every aspect of our work.

III. Our values of **diversity, equity, inclusion, and mutual respect** underpin everything we do. We aim to create an environment where **everyone is valued, respected, and empowered** to contribute.

2. Purpose of this policy

I. This policy affirms MYO's **legal and ethical commitment** to inclusivity, ensuring compliance with the **Equality Act 2010** and best practices in diversity and inclusion.

II. We strive to create a welcoming and respectful environment for all members, volunteers, parents, guardians, families, and the wider community.

III. This policy applies to **all MYO activities, operations, decision-making processes, and partnerships**, ensuring that diversity, equity, and inclusion are at the heart of our organisation.

3. Our legal and ethical responsibilities

I. **Compliance with the Equality Act 2010:** MYO fully upholds the principles of the **Equality Act 2010**, ensuring that no one is discriminated against based on:

- **Age**
- **Disability**
- **Gender reassignment**
- **Marriage and civil partnership**
- **Pregnancy and maternity**
- **Race (including colour, nationality, and ethnic or national origins)**
- **Religion or belief**
- **Sex (gender)**
- **Sexual orientation**

II. We also recognise the need to address **socioeconomic inequality** by fostering accessibility and affordability for all, regardless of financial circumstances.

III. MYO is committed to **eradicating bullying, harassment, discrimination, and any form of exclusionary behaviour** within our organisation and ensuring our policies reflect the evolving needs of our diverse community.

4. Responsibilities and accountability

I. **All MYO members, committee members, volunteers, parents, and guardians** share a responsibility to uphold and implement this policy.

II. The **Trustees and Steering Committee** are responsible for ensuring that this policy is applied consistently and effectively across the organisation.

III. MYO members and associates must ensure that their language and actions align with the **spirit and principles** of this policy.

IV. **All MYO events, rehearsals, and communications** will actively reflect the principles of inclusion, diversity, and equity.

5. Our commitments in action

I. **A Diversity, Equity, and Inclusion Policy alone is not enough**—we will embed these values into all aspects of MYO's operations.

II. MYO is committed to:

a. **Actively promoting diversity and inclusion** within our membership, leadership, and partnerships.

b. **Ensuring all members and stakeholders feel valued and heard**, regardless of background or identity.

c. **Providing equal access to opportunities**, ensuring that participation is not restricted by financial hardship, disability, or any other barriers.

d. **Offering reasonable adjustments** to accommodate the needs of all members, ensuring full participation in MYO's activities.

III. To ensure this commitment is met, we will:

a. **Regularly review our practices** to identify areas where inclusion can be improved.

b. **Assess any new or revised policies** to ensure they align with this commitment.

c. **Provide training and guidance** to committee members, volunteers, and participants to uphold best practices in diversity and inclusion.

d. **Develop targeted outreach initiatives** to engage underrepresented groups in music participation.

6. Working with contractors, suppliers, and partners

I. MYO expects all **suppliers, contractors, and external partners** to align with our **Diversity, Equity, and Inclusion Policy**.

II. We will:

a. Use **accessible venues** for events and meetings to ensure all participants can attend.

b. Ensure that our **communications** (emails, letters, reports, and promotional materials) are written in **clear, inclusive, and gender-neutral language**.

c. Prioritise **ethical partnerships and collaborations** with organisations that share our commitment to inclusion and equity.

7. Policy review and continuous improvement

I. MYO recognises that inclusion and diversity must be **continuously evaluated and improved**.

II. **This policy will be formally reviewed annually**, ensuring it reflects up-to-date **UK equality legislation and best practice**.

III. MYO will take proactive steps to **implement changes and improvements** where necessary, ensuring our practices evolve to meet the needs of our community.