



Equality and Diversity Policy

Furness Music Centre is committed to eliminating discrimination and encouraging diversity amongst our staff and our members. Our aim is that they will be fully representative of all sections of society and each person feels respected and able to give of their best.

To that end the purpose of this policy is to provide equality and fairness for all our staff and members and not to discriminate on grounds of gender, marital status, race, ethnic origin, colour, nationality, national origin, disability, sexuality, religion or age. We oppose all forms of unlawful and unfair discrimination.

All staff, whether part-time, full-time or temporary, will be treated fairly and with respect. Selection for employment, promotion, training or any other benefit will be on the basis of aptitude and ability. All staff will be helped and encouraged to develop their full potential and maximise their contribution to Furness Music Centre.

Our commitment:

- To create an environment in which individual differences and the contributions of all our staff and members are recognised and valued.
- Every employee is entitled to a working environment that promotes dignity and respect to all. No form of intimidation, bullying or harassment will be tolerated.
- Training, development and progression opportunities are available to all staff.
- We will ensure that all our policies and practices promote fairness.
- Breaches of our equality policy will be regarded as misconduct and could lead to disciplinary proceedings.

This policy is endorsed and adopted by the trustees of Furness Music Centre and will be reviewed and amended as deemed necessary by the trustees.