

Equality, Diversity and Inclusion Policy

Purpose

NMPAT is committed to supporting, developing and promoting equality and diversity in all of its practices and activities for all staff, supporters, children and young people engaged in musical and artistic programmes. It aims to establish an inclusive culture free from discrimination and based upon the values of dignity, courtesy and respect. NMPAT will support and develop the staff and student populations by providing everyone with access to facilities, personal and career development opportunities, employment and study on the basis of equality. NMPAT is committed to eliminating discrimination and advancing equality and to fostering good relations between different groups. This applies to all groups with recognised Protected Characteristics listed in the Equality Act 2010:

- age
- disability
- gender reassignment
- marriage and civil partnership
- pregnancy and maternity
- race
- religion and belief (including lack of belief)
- sex
- sexual orientation

Valuing Diversity

NMPAT is committed to valuing diversity and seeks to provide all staff and students with the opportunity for participation through study and employment, personal and professional development on the basis of ability, qualifications and suitability for specific positions as well as their potential to be developed into their role.

We know that people from different backgrounds can bring fresh perspectives, ideas, thinking and approaches which make the way NMPAT activities are undertaken more effective and efficient. NMPAT's aim is that the workforce and student body will be truly representative of all sections of our society and with each individual able to feel respected and give of their best.

NMPAT will not tolerate direct or indirect discrimination against any person on grounds of age, disability, gender / gender reassignment, marriage / civil partnership, pregnancy / maternity, race, religion or belief, sex, or sexual orientation whether in the field of recruitment, terms and conditions, progression, training, transfer or dismissal.

It is also the responsibility of all staff and representatives of NMPAT, in their daily actions, decisions and behaviour to endeavour to promote these concepts, to comply with all relevant

legislation and to ensure that they do not discriminate against peers, colleagues, customers, suppliers or any other person associated with the Trust.

In adopting these principles NMPAT:

- Will not tolerate acts that breach this policy and all such breaches or alleged breaches will be taken seriously, be fully investigated and may be subject to disciplinary action where appropriate.
- Fully recognises its legal obligations under all relevant legislation and codes of practice.
- Will allow staff to pursue any matter through the internal procedures which they believe has exposed them to inequitable treatment within the scope of this policy.
- Will ensure that all managers understand and maintain their responsibilities and those of their team under this policy.
- Will offer opportunities for flexible working patterns, wherever operationally feasible, to help employees to combine a career with their domestic responsibilities.
- Will provide equal opportunity to all who apply for vacancies through open competition.
- Will select candidates only on the basis of their ability to carry out the job, using a clear and open process.
- Will provide all employees with the training and development that they need to carry out their job effectively.
- Will provide all reasonable assistance to employees who are or who become disabled, making reasonable adjustments wherever possible to provide continued employment. NMPAT will ensure an appropriate risk assessment is carried out and that appropriate specialist advice is obtained when necessary.
- Will distribute and publicise this policy statement throughout the organisation.

Dignity at Work

NMPAT believes that the working environment should at all times be supportive of the dignity and respect of/for individuals. If a complaint of harassment is brought to the attention of management, it will be investigated promptly and appropriate action will be taken.

Harassment

Harassment can be defined as conduct, which is unwanted and offensive and affects the dignity of an individual or group of individuals.

Sexual harassment is defined as “unwanted conduct of a sexual nature, or other conduct based on sex, affecting the dignity of women and men at work”. This can include unwelcome physical, verbal or non-verbal conduct.

People can be subject to harassment on a wide variety of grounds including:

- race, ethnic origin, nationality or skin colour
- sex or sexual orientation
- religious or political convictions
- willingness to challenge harassment, leading to victimisation
- disabilities, sensory impairments or learning difficulties
- status as ex-offenders
- age
- real or suspected infection with a blood borne virus (eg AIDS/HIV)
- membership of a trade union or activities associated with membership

- Proximity to a protected characteristic
- Or because of socio-economic disadvantage

Forms may include:

- physical contact ranging from touching to serious assault
- verbal and written harassment through jokes, offensive language, gossip and slander, sectarian songs, letters and so on
- visual display of posters, graffiti, obscene gestures, flags and emblems
- isolation or non-cooperation at work, exclusion from social activities
- coercion ranging from pressure for sexual favours to pressure to participate in political/religious groups
- intrusion by pestering, spying, following someone
- bullying

What should I do if subject to Harassment?

If you feel you are being harassed, you are strongly encouraged to seek early advice / support from your line manager. If you feel your line manager is harassing you, then you should contact their immediate line manager.

You should also keep a written record detailing the incidents of harassment and any requests made to the harasser to stop. This written record should be made as soon as possible after the events giving rise to concern and should include dates, times, places, and the circumstances of what happened.

Reporting a concern regarding a breach of this policy.

Any student or staff members may raise a complaint either formally or informally using existing complaints procedures, within NMPAT. These are detailed in the Complaints Policy, available on the [NMPAT website](#).