Equality, Diversity and Inclusion Policy

Policy Statement

Old Chapel Music CIC (OCM) is committed to actively opposing all forms of discrimination arising from gender, age, “race”, ethnic or national origin, disability, sexual orientation, record of mental ill-health, HIV/Aids, appearance, class, marital status, carer status, record of unemployment, homelessness, or religious or cultural beliefs (except where those beliefs contradict any part of this policy). We will challenge and combat discrimination through our employment practices, project work, and all other activities.

OCM places the highest value on equality, diversity and inclusion within all its activities and will take positive measures to ensure that participants have a full understanding of this policy and all that it entails. The policy aims to ensure that those facing discrimination in our society feel welcome within the project and able to participate fully in it.

Policy

We find unacceptable any attitude or behaviour which may result in a person feeling uncomfortable in any part of the OCM organisation. We define these attitudes and behaviours as including:

- Insults, name calling, “jokes”, stereotyping or negative comments relating to the aforementioned groups.
- Wearing clothing or badges which are likely to offend or give a negative impression of the aforementioned groups.
- Displaying or sharing material such as leaflets, posters, magazines, books, graffiti or raising ideas which are likely to offend or give a negative impression of the aforementioned groups.
- Encouraging a person to join an organisation which is likely to offend or give a negative impression of the aforementioned groups.
- Microaggressions as defined in our Bullying and Harassment Policy.
- Unwanted touching or sexual advances, either physical or verbal.
- Physical attack or threat against another person.

Individuals that persist in displaying behaviour that is incompatible with our Equality, Diversity and Inclusion Policy will be subject to the procedures outlined in the Code of Conduct and Disciplinary Procedure, as appropriate.

Monitoring and review

We collect Equal Opportunities information about our employees, volunteers and project participants to make sure we are being fair to everyone. We use the information to see if there are any groups of people that are under-represented at OCM, and will take positive action in our recruitment procedures to address any imbalance.

Review

This policy was last reviewed on:

16/7/2024

23/11/2021.