

CMC Equality & Diversity Policy 2026

1. Purpose

Christchurch Music Centre Community Interest Company (CMC CIC) is committed to promoting equality, diversity, and inclusion in all areas of its activity. We believe that everyone should have the opportunity to participate fully in our musical, educational, and community programmes, free from discrimination, harassment, or prejudice.

2. Statement of Commitment

We value the richness that diversity brings and recognise our responsibility to ensure equality of opportunity for all. CMC CIC will not discriminate, directly or indirectly, on the grounds of protected characteristics as defined in the Equality Act 2010, including age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex, or sexual orientation.

3. Scope

This policy applies to:

- All staff, trustees, volunteers, and contractors.
- All participants, students, audience members, and visitors.
- All aspects of our operations, including programming, teaching, recruitment, performance opportunities, and outreach.

4. Our Commitments

CMC CIC will:

- Promote a culture that respects and values each person's differences.
- Ensure fair treatment and equality of opportunity throughout recruitment, volunteering, and engagement processes.
- Provide learning and participation opportunities that are accessible and inclusive.
- Take positive action, where appropriate, to support underrepresented groups in music and the arts.
- Challenge and address discriminatory behaviour, language, or practice.
- Comply fully with the Equality Act 2010 and other relevant legislation.

5. Implementation and Responsibility

The Directors of CMC CIC are responsible for ensuring that this policy is implemented and reviewed. All staff, tutors, and volunteers are expected to:

- Uphold the principles of equality, diversity, and inclusion in their everyday work.
- Report incidents of discrimination or harassment promptly.

- Participate in training or awareness activities when available.

6. Monitoring and Review

The policy will be reviewed annually, or sooner if required by changes in legislation or organisational structure. Outcomes will be monitored through staff meetings, feedback from participants, and periodic director reviews to ensure that our practices remain fair, accessible, and effective.

7. Complaints and Concerns

CMC CIC takes all complaints of discrimination or unfair treatment seriously. Anyone who feels they have been treated unfairly may raise their concern in confidence with a director or designated equality representative, following our Complaints Policy and Procedure.

8. Communication

This policy will be made available to all staff, volunteers, and students, and published on our website and noticeboards. We will actively promote awareness of equality and diversity across all activities of the Centre.

9. Approval and Review Dates

Approved by the Directors of Christchurch Music Centre CIC

Date of adoption: 05 / 01 / 2026

Date for review: January 2027