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Wishing Well Music for Health Equality & Diversity Policy

At Wishing Well Music for Health (Wishing Well) we are committed to a way of working that addresses the needs and rights of everyone involved to be treated with respect and dignity, in an environment in which a diversity of backgrounds and experiences is valued.

Wishing Well does not discriminate against anyone because of a protected characteristic. The following are protected characteristics:

- Age
- Disability
- Gender reassignment
- Marriage & civil partnership
- Pregnancy & maternity
- Race
- Religion
- Sex
- Sexual orientation

At Wishing Well we want to make sure that all participants, staff, volunteers and other people we work with receive fair and equal treatment when participating in any Wishing Well project or working with us in any capacity.

Our commitments to equality are:

- Building fairness into all aspects of Wishing Well's work.
- Eliminating all forms of discrimination.
- Listening, responding, and working together.
- Providing services which are accessible to everyone.
- Continually improving all that we do based on equality.
- Developing environments where people are valued and respected.
- Providing equality of opportunity in our employment practices.
- Working with other agencies to ensure our commitments to equality are delivered.
- Taking any complaints about inequality seriously.
- Regular review of this policy.

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What do we mean by equality?

In our employment practices and in providing services, equality involves:

- providing fairness and equality of opportunity, recognising that everyone is different and that some individuals may need tailored support to access an opportunity. These differences must be equally respected, challenging discrimination so that we demonstrate our commitments to equality and do not exclude people or make them feel isolated.
- Where we can, making changes to the way we do things to enable someone to participate as fully as possible
- We are fully committed to tackling all forms of unlawful or unfair discrimination including those on the grounds of age, asylum or refugee status, caring responsibilities, class, colour, disability (including physical, sensory impairment, mental health problems, or learning disability), ethnic or national origin (including Travellers), gender reassignment, HIV status, language, marital status, nationality (including citizenship), part-time working, race, religion, sex, sexuality, or trade union membership.

*adopted September 2019
to be reviewed March 2020*