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Wishing Well Music for Health Equity, Diversity and Inclusion Policy

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

The WHO definition of health equity is as follows: "Equity is the absence of unfair, avoidable or remediable differences among groups of people, whether those groups are defined socially, economically, demographically, or geographically or by other dimensions of inequality (e.g. sex, gender, ethnicity, disability, or sexual orientation)."

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, our whole team (musicians, staff, trustees and anyone else working on our behalf) 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 equity?

In our employment practices and in providing services, equity 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.

Positive Action

We acknowledge that historical and systemic inequalities may exist. Wishing Well may consider positive action measures, such as targeted recruitment or training programs, to address underrepresentation and disadvantage.

Training and Awareness

Wishing Well provides regular training to all staff, volunteers, and musicians on equality, diversity, and inclusion. This training will raise awareness of protected characteristics, unconscious bias, and how to create a supportive and inclusive environment.

Grievance Procedure

Wishing Well has a clear and accessible grievance procedure for anyone who feels they have been discriminated against or harassed. This procedure allows for confidential reporting and fair investigation.



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Monitoring and Review

Wishing Well will monitor the effectiveness of this policy and track diversity data within our organisation. We will review this policy every 2 years. In addition we will make any necessary changes as they are needed.

This revised policy incorporates the framework outlined above and includes the additional considerations you mentioned. It provides a clearer structure, strengthens the commitment to EDI principles, and aligns with the latest UK legislation (i.e. Equality Act, 2010).

Policy Updated 15th March 2025