

SEDBERGH PEPPERPOT CLUB INCLUDING PEPPERPOT MUSIC MAKERS EQUAL OPPORTUNITIES POLICY

Sedbergh Pepperpot Club including Pepperpot Music Makers is a registered charity and has between 180 and 200 members, all over 18. One of its major aims is to encourage music-making, particularly in the young. The object of the Charity as defined in its constitution is “to advance public education in and the appreciation of the art and science of orchestral music in and around Sedbergh and District, particularly but not exclusively amongst children and young people, through the provision of financial assistance, musical instruments and accessories, performance opportunities, concerts and by any other charitable means that the Trustees may from time to time think fit.”

Aims of this Policy :

- to ensure the equal and fair treatment of all individuals, both those who raise funds for the Charity and those who benefit, regardless of gender, age, disability, colour, race, ethnic or national origin, religious or political beliefs or opinion, or sexual orientation
- to be aware of possible discrimination in the planning of activities and to endeavour to make all appropriate activities inclusive

Definitions

- **Members:** membership of Sedbergh Pepperpot Club shall be in accordance with the Constitution (section E). It is “open to any person over the age of 18 interested in furthering the object of the Charity and who has paid the annual subscription.” No-one shall be refused membership of the Charity or of its Committee or be debarred from its audiences or from working within the organisation, on any of the grounds listed in the **Aims**
- **Beneficiaries:** individuals whose instrumental lessons are subsidised, any who receive grants which help in the furtherance of their musical studies, and those (mostly children under 16) who are learning to play orchestral instruments and who participate in the Pepperpot Music Makers orchestra. To encourage all socio-economic groups, there is no charge for taking part in the orchestra, nor for children to attend concerts arranged by Sedbergh Pepperpot Club.

Roles and Responsibilities

- The Committee, who are also the Trustees of the Charity, will be responsible for implementing this policy, through its normal management processes. All members of the Committee shall be kept fully informed of this policy and shall receive instruction in best practice where appropriate.

Marketing and Publicity

- The Charity's marketing and publicity shall reflect this policy and project it positively, so that people from all sections of the community are encouraged to attend and participate.

Premises and Equipment

- All reasonable steps shall be taken to ensure that the premises chosen for concerts, rehearsals and meetings provide suitable facilities for people with disabilities.

Service Provision

- The Charity shall make reasonable adjustments to the way it delivers services so that disabled people can use them.

Review of the Policy

- The Committee will review the Policy at least every two years from the time it is adopted

This policy, which will be reproduced on the website under the Charity's name, was formally adopted by the Committee on 11.10.07