

EQUAL OPPORTUNITIES POLICY

GREEN ROOM MUSIC THEORY recognises that everyone has a contribution to make to our society and a right to equal opportunity. No job applicant, employee, member, volunteer, participant in GRMT activity or organisation/individual to which we provide services will be discriminated against by GRMT on the grounds of:

- Gender and Gender Identity
- Race (including ethnic origin, nationality and national origin)
- Disability
- Sexual orientation
- Religious or sets of beliefs
- Age

GRMT aims to promote equal opportunities, eliminate discrimination and eliminate harassment through the following:

- Opposing all forms of unlawful and unfair discrimination.
- All employees (full time, part time, freelance, contractual or temporary), members, volunteers, participants and beneficiaries will be treated fairly and with respect.
- Membership and participation will be open to all.
- Selection for employment/volunteering, promotion, training or any other benefit will be on the basis of aptitude and ability.
- All employees/members/volunteers/participants will be helped and encouraged to develop their full potential and the talents and resources of individuals will be fully utilised to maximise the efficiency of the organisation.
- All employees/members/volunteers/participants have a legal and moral obligation not to discriminate against and to report incidents of discrimination against any individual or group of individuals to GRMT's senior management team.

Our commitment:

- To create an environment in which individual differences and contributions of all our staff, members, volunteers, participants and beneficiaries are recognised and valued.
- Every employee, member, volunteer, participant and beneficiary is entitled to be part of an environment that promotes dignity and respect to all. No form of intimidation, bullying or harassment will be tolerated.
- Training, development and progression opportunities are available to all staff/volunteers.
- Equality is good management practice and makes sound sense. Breaches of GRMT's Equal Opportunities Policy will be regarded as misconduct and could lead to disciplinary proceedings or membership disqualification.

- This policy is fully supported by GRMT's CEO and COO and all other senior staff positions.
- The policy will be monitored and reviewed annually. The successful implementation of this policy depends on the awareness and commitment of all staff/members/volunteers. All new staff will be made aware of its existence and on joining GRMT, are reminded they must conform with it on a regular basis.

SIGNED:

DATE: July 2024