

# **Music in Peebles**

## **Equality and Diversity Policy**

### **Aims**

The principal purpose of Music in Peebles (“the Charity”) is to advance the arts, heritage, culture or science in Peebles and the surrounding district by:

- promoting the performance of live chamber music, and
- fostering wider appreciation of chamber music by making it accessible across the whole community.

The Charity is open to all who share a love of, or interest in, live music, especially chamber music. It aims to promote events, including concerts, education workshops and care home performances, in an atmosphere of friendship, respect and care for each other. In particular, it aims to treat everyone involved in, or attending, our events (audience, musicians, other participants, venue staff and volunteers) equally, regardless of their age, disability, gender reassignment, marriage or civil partnership, pregnancy or maternity, race, religion or belief, sex, or sexual orientation.

### **Accessibility**

The Charity’s concerts are held in the Eastgate Theatre & Arts Centre, which is accessible to wheelchair users.

The Charity provides complimentary tickets to its events for carers of audience members who can only attend if a carer also attends.

The Charity is committed to ensuring that anyone who wishes to attend its events should be able to do so safely, and will reassess access arrangements and venue facilities, in collaboration with management of the venue, in the light of specific new requirements.

The Charity is also committed to exploring ways of making high-quality live chamber music available to members of the community who may not be able to attend live concerts, eg for reasons of disability. This may include arranging performances in other locations (eg local care homes and schools) or by means of online streaming of events.

### **Diversity**

Within its stated purpose, the Charity will seek to embrace diversity, in the musicians invited to perform at its events and in the music featured in its programmes. The Charity is open to new ideas and to the exploration of opportunities for sharing cultural heritage.

The Charity welcomes applications to join its Board of Trustees from anyone who shares its aims, regardless of their age, disability, gender reassignment, marriage or civil partnership, pregnancy or maternity, race, religion or belief, sex, or sexual orientation.

### **Inclusion and respect**

Every audience member and musician should be made to feel equally welcome and included at all the Charity's events.

Sexist, racist, homophobic, transphobic or otherwise offensive and inflammatory remarks and behaviour are not acceptable and will not be tolerated. These constitute harassment, and have no place at the Charity's events.

### **Dealing with discrimination and harassment**

If any audience member, musician, venue staff member or volunteer feels they have been discriminated against by anyone associated with the Charity, or harassed at one of the Charity's events, they should raise this with the President, or any Trustee, of the Charity.

The Board of Trustees will investigate any complaint, listening to all those involved. If the complaint is against a Trustee, that Trustee will not take any part in conducting the investigation.

If the complaint is against a particular individual, this person will have the opportunity to express their point of view, accompanied by a representative if they wish. The person making the complaint will also have this opportunity.

If the complaint is against the Charity as a whole, the Board of Trustees must work to ensure that such discrimination is not repeated in the future, and must publicise how they propose to do this.

Any decision to exclude a person from the Board of Trustees due to discriminatory or harassing behaviour will be made with reference to the Charity's Constitution. The Charity will support people who feel they have been harassed or discriminated against, and will not victimise or treat them less well because they have raised this.

This policy was adopted at a meeting of the Board of Trustees of Music in Peebles on 30th January 2021.

**Helen Narracott**

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Helen Narracott  
President, Music in Peebles