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EQUAL OPPORTUNITIES POLICY 2026-2027 Lowe Academy of Music and the Arts LLP

Introduction

Lowe Academy of Music and the Arts LLP is committed to providing an inclusive, welcoming and supportive environment in which everyone is treated with dignity, fairness and respect.

We believe that music is for everyone. Our mission is to remove barriers to participation wherever reasonably possible so that children, young people and adults from all backgrounds can learn, create, perform and thrive through music.

As an organisation delivering high-quality music education to schools, families and communities, we recognise that diversity strengthens creativity, learning and musical excellence. We are committed to ensuring that no learner, parent/carers, member of staff, contractor, volunteer or visitor is treated less favourably because of a protected characteristic or any other unfair reason.

This policy applies to all aspects of Lowe Academy's work including recruitment, employment, teaching, learning, performances, examinations, workshops, events and partnerships.

Guiding Principles

Lowe Academy believes that:

- Every individual has the right to be treated fairly, respectfully and with dignity.
- Everyone should have equal access to high-quality music education regardless of their background or circumstances.
- Diversity enriches our learning community and should be celebrated.
- We will create learning environments in which everyone feels safe, valued and able to achieve their potential.
- Discrimination, harassment, victimisation or bullying of any kind will not be tolerated.
- Equal opportunities are everyone's responsibility.

Protected Characteristics

In accordance with the Equality Act 2010, Lowe Academy will not discriminate on the grounds of:

- Age
- Disability
- Gender reassignment
- Marriage or civil partnership
- Pregnancy and maternity
- Race
- Religion or belief
- Sex
- Sexual orientation

We also recognise that individuals may face barriers because of socio-economic circumstances, caring responsibilities, educational background or other personal circumstances, and we seek wherever reasonably possible to remove unnecessary barriers to participation.

Our Commitment

Lowe Academy will:

- Provide an inclusive learning environment where every student feels welcomed, respected and supported.
- Promote equality of opportunity throughout all areas of the organisation.
- Ensure recruitment, selection and promotion are based solely on merit, qualifications, experience and suitability.
- Make reasonable adjustments wherever practicable to enable disabled students, staff and visitors to participate fully.
- Ensure teaching materials, repertoire and learning opportunities reflect a diverse range of musical traditions, cultures and voices where appropriate.
- Challenge discrimination, prejudice and inappropriate behaviour whenever it occurs.
- Promote positive relationships built upon mutual respect.
- Provide staff with guidance and training to support inclusive practice.
- Encourage open communication where concerns can be raised without fear of victimisation.
- Consider equality when planning new programmes, projects and partnerships.

Expectations of Staff, Tutors, Contractors and Volunteers

Everyone representing Lowe Academy is expected to:

- Treat all students, colleagues, parents and visitors with courtesy and respect.
- Demonstrate inclusive language and behaviour.
- Avoid discrimination, harassment or victimisation.
- Challenge inappropriate behaviour where it is safe and appropriate to do so.
- Report any concerns relating to discrimination or unequal treatment to the Senior Partners.
- Support an environment where everyone feels able to participate fully.

Students and Parents

Lowe Academy expects students and parents/carers to:

- Treat others respectfully.
- Celebrate diversity.
- Behave appropriately during lessons, rehearsals, performances and events.
- Report concerns relating to bullying, discrimination or harassment to a member of staff.

Recruitment and Employment

Lowe Academy is committed to fair and transparent recruitment processes.

Selection decisions will always be based upon:

- skills
- experience
- qualifications
- suitability for the role

We are committed to providing equal opportunities in recruitment, training, professional development and progression.

Accessibility

Where reasonably practicable, Lowe Academy will seek to remove barriers preventing participation by:

- making reasonable adjustments for disabled learners or staff;
- considering individual learning needs;
- adapting teaching approaches where appropriate;

- working collaboratively with parents, schools and external professionals to support participation.

Complaints

Any concerns relating to discrimination, harassment or unequal treatment should be reported to the Senior Partners - Jack and Emily Lowe

All complaints will be treated seriously, investigated fairly and handled confidentially wherever possible.

No individual will be treated unfavourably because they have raised a genuine concern in good faith.

Monitoring and Review

Lowe Academy will:

- review this policy annually;
- monitor its implementation;
- update the policy following changes in legislation or organisational practice;
- continually seek to improve equality, diversity and inclusion across all aspects of the organisation.

Related Policies

This policy should be read alongside:

- Safeguarding Policy
- Child Protection Policy
- Behaviour Policy
- Complaints Policy
- Data Protection Policy
- Health & Safety Policy

Signed: _____



JACK LOWE

Jack Lowe
Senior Partner

Date: 27th July 2026

Signed: _____



Emily Lowe
Senior Partner

Date: 27th July 2026