

Orkney Music Rooms Equality, diversity and inclusion policy

The primary goal of this policy is to foster an environment where everyone who uses the Orkney Music Rooms feels valued, respected, and has equal opportunities.

Orkney Music Rooms will uphold the protected characteristics as outlined in the Equality Act 2010 and will not unlawfully discriminate based on: age, disability, gender, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex or sexual orientation.

As part of this inclusivity policy, all who book a room in the Orkney Music Rooms agree to uphold these principles in order to foster a welcoming environment for all users of the space.

Orkney Music Rooms accepts no liability for the unlawful behaviour or activities of individuals in the Music Rooms, and the responsibility for any unlawful actions must lie with the individuals involved.

Orkney Music Rooms commits to:

Encourage equality, diversity and inclusion in the venue by allowing access to all groups, regardless of characteristics and provided the activity is legal.

Create a working environment free of bullying, harassment, victimisation and unlawful discrimination, promoting dignity and respect for all, and where individual differences and the contributions of all visitors to the music rooms are recognised and valued.

Take seriously complaints of bullying, harassment, victimisation and unlawful discrimination by teachers, customers, suppliers, visitors, the public and any others in the course of the organisation's work activities.

Further, sexual harassment may amount to a criminal matter, such as in sexual assault allegations. Harassment under the Protection from Harassment Act 1997 – which is not limited to circumstances where harassment relates to a protected characteristic – is a criminal offence.

Make decisions concerning teachers, musicians, customers being based on merit (apart from in any necessary and limited exemptions and exceptions allowed under the Equality Act).

Our disciplinary and grievance procedures:

Any concerns or grievances should be addressed to Hannah Firth via email: orkneysoprano@gmail.com in the first instance, or should be directed to the police.