Equality, Inclusion and Diversity Policy

1. Effective date 1 July 2023

2. Scope

The Inclusion and Diversity policy applies to

• the Two Moors Festival Limited's workforce of staff and volunteers

• all musicians and other artists working with the Two Moors Festival Limited

• the wider public, as participants, audience members and beneficiaries

The policy deals with the Two Moors Festival Limited's internal ways of working and the approach to developing and delivering artistic programmes and musical community and education programmes and engaging with the public.

For the purposes of this policy, the "Two Moors Festival Limited" or "2MF" means the organisation and includes the Young Musicians Competition and outreach programme.

3. Purpose

The purpose of this policy is to:

• apply inclusive practices and considerations to the development and delivery of artistic programmes and musical community and education projects offered by The Two Moors Festival Limited (2MF) to the public

• promote diversity and a supportive and inclusive 2MFculture

• ensure the 2MF is representative of all sections of society in the area which it covers

• provide for equality, fairness and respect for Members, Staff and others with whom we work

• not unlawfully discriminate on the basis of a protected characteristic as defined in the UK Equality Act 2010 i.e. age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race (including colour, nationality, and ethnic or national origin), religion or belief, sex (gender) and sexual orientation

• not provide less favourable conditions or treatment to any Member, employee or candidate. This includes in pay/fees, contract terms and conditions, dealing with grievances and discipline, termination of Membership or contract, parental leave, requests for releases or flexible working, and selection for positions, promotion, training or other developmental opportunities

4. Policy

The Two Moors Festival Limited's Inclusion and Diversity policy is to establish inclusive practices throughout its public-facing and internal operations, and to aim, over time, for a more diverse Membership, Governance and Staff.

5. Definitions

5.1 Accessibility is the ease with which opportunities (which includes, but is not limited to, facilities, careers, events or participation) can be reached, understood and appreciated, particularly by those who may face economic, social, physical or mental barriers.

5.2 Diversity is the range of human differences and the inclusion of people with different characteristics and individual traits. This includes protected characteristics as defined by the UK Equality Act 2010 and also socio-economic status and different perspectives and life experiences.

5.3 Equality is ensuring that individuals and groups are not treated more or less favourably on the basis of their specific protected characteristics.

5.4 Inclusion is involving and valuing human differences and viewing such differences as strengths so that individuals feel valued, respected and supported.

6. Detail

6.1 There are ethical, business and creative cases for diversity within The Two Moors Festival Limited:

• Pursuing equal access music and the music industry is the right thing to do;

• There is compelling evidence that diversity has the potential to result in better performing teams, greater outcomes and impact and sustainable operations;

• Equality, inclusion and diversity in creative endeavours offers opportunities for unique achievements and new works.

6.2 The 2MF will where appropriate integrate consideration of inclusion and diversity into artistic planning, public-facing materials, internal communications and other work planning

6.3 The 2MF will identify areas where there is unequal access to enjoying and participating in music and take steps to provide and promote solutions and routes to addressing these.

6.4 The 2MF's work and performances should be accessible, whether through the geographical breadth of its presence and its reach into communities or the range of musical experiences that it offers.

6.5 Through its external relationships and internal practices, the 2MF will recognise and value individual differences and the contributions of all.

6.6 At Governance and Senior Leadership levels, the 2MF will promote diversity and inclusion and will seek to include diverse inputs from internal and external sources in decision making.

6.7 Selections of musicians and non-musicians working with the 2MF and appointments, training and other development opportunities within the 2MF will be made on the basis of aptitude and ability. The risk of bias in selection processes will be mitigated and managed.

6.8 Inclusion, diversity and equality are commitments from the Governance and Senior Leadership of the 2MF

6.9 In enacting its Inclusion and Diversity policy, the 2MF will seek relevant, specific and continuous improvement.

6.10 The 2MF will share knowledge and successes as well as challenges with network bodies and partners to develop and promote inclusive practices and diversity.

7. Obligations

The leadership of The Two Moors Festival Limited has obligations under this policy to adopt inclusive practices and to raise awareness of the case for inclusion and diversity in the work it does, internally and externally.

Trustees, employees and volunteers are obliged to comply with the policy.

8. Communication

This policy will be communicated to:

• Existing Trustees, FABs, Staff and Volunteers

• Job applicants

• Other stakeholders (such as funders and partner venues)

9. Review

The effectiveness of this policy in achieving the measures set out in the plan for continuous improvement will be reviewed by the Board of Trustees at least annually and changes made in the policy or plan as required.

Review date: 1 July 2024