

# **Rhapsody Artist Development - Equalities Policy**

## **1. Policy Statement**

Rhapsody Artist Development is committed to creating an inclusive, welcoming, and respectful environment for all children and young people aged 5–18. We actively promote equality of opportunity and aim to eliminate discrimination, harassment, and victimisation in line with the **Equality Act 2010** and all relevant UK equality legislation.

We value the individuality of every participant and recognise the richness that diversity brings to our singing group. This policy outlines our commitment to promoting fairness and equality in every aspect of our work.

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## **2. Purpose and Scope**

This policy applies to all members, staff, volunteers, and trustees involved in Rhapsody Artist Development. It covers all aspects of participation including rehearsals, performances, workshops, auditions, external events, and interactions within the group.

It ensures that no child or young person is treated less favourably on the grounds of:

- Age
- Disability
- Gender reassignment
- Marriage and civil partnership (where applicable)
- Pregnancy and maternity
- Race (including colour, nationality, ethnic or national origin)

- Religion or belief
- Sex
- Sexual orientation

We also recognise and support children and young people with **special educational needs and disabilities (SEND)** and are committed to making reasonable adjustments to meet their individual needs.

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### **3. Our Commitments**

#### **a. Access and Inclusion**

- We welcome children of all backgrounds and abilities.
- Activities will be adapted where necessary to ensure full participation.
- We will provide appropriate support for children with SEND, including consultation with parents/carers and, where necessary, external professionals.

#### **b. Positive Environment**

- We will foster a culture of respect, kindness, and acceptance.
- Discriminatory language or behaviour will not be tolerated and will be addressed promptly and appropriately.

#### **c. Representation and Voice**

- We aim to represent and reflect the diversity of our community in our staff, volunteers, and performance content.
- We actively encourage feedback from children, parents/carers, and staff to continuously improve inclusivity and accessibility.

#### **d. Training and Awareness**

- Volunteers and staff will receive relevant equality, diversity, and safeguarding training.
  - We will raise awareness among children and young people about inclusion and respect through our practice and ethos.
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#### **4. Reasonable Adjustments**

Rhapsody Artist Development will take all reasonable steps to remove barriers that may hinder participation, particularly for children with disabilities or SEND. This may include:

- Providing accessible venues
  - Using alternative communication methods
  - Adjusting session formats or materials
  - Offering additional adult support where necessary
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#### **5. Responsibilities**

- **Trustees and Leadership Team** are responsible for ensuring that this policy is effectively implemented and reviewed.
  - **Staff and Volunteers** are expected to uphold and model inclusive behaviour, report concerns, and support all children appropriately.
  - **Parents/Carers** are encouraged to work with us to share relevant information and help us provide the best support.
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## **6. Reporting and Addressing Concerns**

Any concerns related to equality, discrimination, or exclusion should be reported to the Artistic Director or Designated Safeguarding Lead. All concerns will be handled sensitively, fairly, and in accordance with our safeguarding and complaints procedures.

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## **7. Monitoring and Review**

This policy will be reviewed annually or in response to significant changes in legislation or practice. Feedback from participants, families, staff, and volunteers will inform updates and improvements.

**Date of Next Review: 15th April 2026**

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*By creating a safe, inclusive, and respectful space for young singers, Rhapsody Artist Development empowers every child to express themselves through music, develop confidence, and be celebrated for who they are.*