



22 Music Academy

Diversity, Equity and Inclusion Policy

1. Purpose

22 Music Academy is committed to fostering an inclusive, supportive and respectful environment for all learners, staff, volunteers, and visitors. We value diversity as a strength and are dedicated to ensuring that every individual feels welcomed, respected and able to thrive through music.

This policy sets out our approach to promoting equality, diversity, and inclusion (EDI) in line with UK equality legislation.

2. Legal Framework

This policy is underpinned by the following legislation:



- Equality Act 2010 – which protects individuals from discrimination, harassment, and victimisation on the basis of nine protected characteristics:
 - Age
 - Disability
 - Gender reassignment
 - Marriage and civil partnership
 - Pregnancy and maternity
 - Race (including colour, nationality, and ethnic or national origins)
 - Religion or belief
 - Sex
 - Sexual orientation
 - Human Rights Act 1998 – ensuring respect for the rights and dignity of all people.
 - Special Educational Needs and Disability (SEND) Code of Practice – ensuring reasonable adjustments and tailored support for learners with SEN and disabilities.
 - Children and Families Act 2014 – strengthening rights for children and young people with special educational needs.
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3. Scope

This policy applies to:

- All staff and volunteers at 22 Music Academy.
- All learners, regardless of background or need.



- Contractors, visitors, and partner organisations engaged with the Academy.
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4. Our Commitments

At 22 Music Academy, we will:

1. Promote inclusion and respect – creating a culture where differences are celebrated.
 2. Provide equal access – ensuring that music education and therapeutic provision are available to all young people, including those with SEN and mental health needs.
 3. Prevent discrimination – taking active steps to challenge prejudice, stereotyping, and unfair treatment.
 4. Make reasonable adjustments – supporting learners and staff with disabilities and mental health needs to access opportunities fully.
 5. Support staff and volunteers – through training, awareness-raising, and clear procedures.
 6. Listen and respond – ensuring that learners, families, and staff have safe ways to raise concerns.
 7. Continuously improve – reviewing this policy annually to reflect best practice and any changes in legislation.
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5. Responsibilities



- Directors/Management – ensure the policy is implemented, reviewed, and communicated.
 - Staff and Volunteers – uphold the principles of equality and inclusion in daily practice.
 - Learners and Families – encouraged to engage positively with diversity and respect others within the Academy community.
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6. Reporting and Complaints

- Any learner, parent, staff member, or visitor who feels they have been discriminated against or treated unfairly can raise concerns confidentially with the Academy Manager.
 - Complaints will be taken seriously, investigated promptly, and addressed in line with safeguarding and disciplinary procedures.
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7. Monitoring and Review

This policy will be reviewed annually or sooner if there are significant changes in legislation or best practice. Feedback from learners, families, and staff will inform updates.