



22 Music Academy – Equality and Diversity Statement

At 22 Music Academy, we are committed to promoting equality, diversity, and inclusion in all areas of our work. We believe every individual has the right to access our services, education, and opportunities free from discrimination, harassment, or victimisation.

Our commitment is underpinned by the Equality Act 2010, which legally protects people from discrimination in the workplace and in wider society. We actively uphold the protected characteristics outlined in the Act:

- 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

Our Principles

- We respect and value each person's unique identity, background, and experiences.
- We are committed to creating an inclusive and supportive environment for all learners, staff, and visitors.
- We challenge discriminatory behaviour and language wherever it occurs.



- We promote equal opportunities in participation, progression, and achievement.
- We take positive steps to remove barriers that may disadvantage individuals or groups.

Implementation

- Staff and volunteers receive guidance and training to embed equality and inclusion in their practice.
- Our policies and procedures are regularly reviewed to ensure they remain effective and compliant with UK law.
- We actively seek feedback from learners and stakeholders to improve inclusivity and accessibility.

Our Aim

Through music, creativity, and therapeutic practice, we aim to provide a safe, welcoming, and inspiring environment where everyone feels respected, empowered, and able to achieve their full potential.