



Equality, Diversity and Inclusion Policy

Effective Date: 22nd September 2026
Next Review: 22nd September 2026

1. Purpose

Musicrange is committed to promoting equality, diversity and inclusion in all aspects of our work and governance.

We value the diversity of the communities we serve and strive to ensure that everyone feels respected, supported and able to participate fully in our activities.

This Policy outlines our approach to preventing discrimination, promoting equal opportunities and fostering an inclusive environment.

2. Scope

This policy applies to:

- Trustees
- Staff - permanent, fixed-term, and temporary (from this point forward, the word 'staff' is taken to include self-employed individuals)
- Volunteers
- Participants in our programmes
- Contractors and service providers

3. Our Commitments

We are committed to:

- Creating a welcoming and inclusive environment for all.
- Ensuring that no participant, volunteer, staff member or trustee is treated less favourably because of protected characteristics including:
 - Age
 - Disability
 - Gender reassignment
 - Marriage and civil partnership
 - Pregnancy and maternity
 - Race (including colour, nationality, ethnic or national origin)
 - Religion or belief
 - Sex
 - Sexual orientation
- Encouraging diverse participation across our programmes and services.
- Providing training and support to staff and volunteers to uphold principles of equality, diversity, and inclusion.
- Taking prompt and effective action against any form of discrimination, harassment, or victimisation.

4. Implementation

Recruitment:	We will ensure that our recruitment practices are fair, open, and accessible, and we will actively seek to reach underrepresented groups
Programme Delivery:	We will design and deliver services in a way that recognises the diverse needs of participants and removes barriers to engagement.
Training:	Staff and volunteers will receive appropriate training on equality, diversity, and inclusion.
Accessibility:	We are committed to making reasonable adjustments to ensure that our services and activities are accessible to all, including those with disabilities.

5. Responsibilities

Trustees:	Have overall responsibility for ensuring this policy is implemented.
Management Team/Staff:	Are responsible for embedding equality, diversity, and inclusion practices in daily operations.
Volunteers:	Are expected to adhere to this policy and treat all individuals with respect and dignity.

6. Complaints and Concerns

We encourage anyone who believes they have been treated unfairly to raise the issue in accordance with our Complaints Policy.

All complaints will be treated seriously and handled confidentially.

7. Contact Us

For any queries regarding this policy, please contact:

Chairperson
governance@musicrange.org.uk

8. Legal Framework

This policy aligns with the following legislation and guidance:

- Equality Act 2010
- Human Rights Act 1998
- United Nations Convention on the Rights of Persons with Disabilities (UNCPRD)
- Fairer Scotland Duty (under the Equality Act 2010, Scottish Specific Duties)

9. Changes to This Policy

We will regularly review our practices and this Policy to ensure effectiveness.

Equality data may be collected (on an anonymous, voluntary basis) to monitor the diversity of our participants, staff, and volunteers and to inform improvements.

We are committed to reviewing this Policy annually or sooner, if necessitated by a change in legislation, best practice or organisational needs.

567 Holburn Street
Aberdeen, AB10 7LH
www.musicrange.org.uk
t: 01224 958266

Scottish Charitable Incorporated Organisation number SC046277