

## **Equality, Diversity & Inclusion Statement**

**For**

### **Raaga Sudha Music Academy CIC**

Individuals with different cultures, perspectives and experiences are at the heart of the way Raaga Sudha works. We want to work with the most talented people, regardless of their background, and make best use of their talents.

At Raaga Sudha, we are guided by our values in everything we do and recognize that being a diverse and inclusive academy helps us fulfil our responsibility to make a difference in the local community. We seek to develop a work environment where we treat all artists as individuals fairly and in a consistent way.

We work within the spirit and the practice of the Equality Act 2010 by promoting a culture of respect and dignity and actively challenging discrimination, should it ever arise. We will continue to support our artists to demonstrate the principles of diversity and inclusion in their everyday activities and functions. This refers to the protected characteristics of sex, gender reassignment, race, disability, age, sexual orientation, religion or belief, marriage and civil partnership, pregnancy and maternity.

### **Equality and Diversity Policy**

1. **Purpose:** This policy sets out Raaga Sudha's approach to equality and diversity. Raaga Sudha is committed to promoting equality and diversity and promoting a culture that actively values difference and recognizes that people from different backgrounds and experiences can bring valuable insights to the academy and enhance the way we work. Raaga Sudha aims to be an inclusive organization, committed to providing equal opportunities for all artists and to pro-actively tackling and eliminating discrimination.

2. At Raaga Sudha, we consider that equality means breaking down barriers, eliminating discrimination and ensuring equal opportunities and access for all artist groups. We consider diversity to mean celebrating difference and valuing everyone. Each person is an individual with visible and non-visible differences and by respecting this everyone can feel valued for their contributions, which is beneficial not only for the individual but for Raaga Sudha too. We acknowledge that equality and diversity are not inter-changeable but inter-dependent. There can be no equality of opportunity if difference is not valued and harnessed.

3. The rights and obligations in this policy apply equally to all artists and teachers, whether part-time or full-time on a substantive or fixed-term contract, and to associated artists employed under a contract of service. We urge all the artists to take personal responsibility for the application of this policy. We expect them to read and familiarize themselves this policy, ensure that this policy is properly observed and fully complied with at all times.

### **Raaga Sudha's Commitment**

Every employee is entitled to a working environment that promotes dignity, equality and respect for all. Raaga Sudha will not tolerate any acts of unlawful or unfair discrimination (including harassment) committed against an artist, teacher or visitor because of a protected characteristic:

- sex;
- gender reassignment;
- marriage and civil partnership;
- pregnancy and maternity;
- race (including ethnic origin, colour, nationality and national origin);
- disability;
- sexual orientation;
- religion and or belief; and
- age.

Discrimination on the basis of work pattern (part-time working, fixed term contract, flexible working) which is unjustifiable will also not be tolerated. Selection for performances will be on the basis of aptitude and ability only. No form of intimidation, bullying or harassment will be tolerated. If you believe that you may have suffered discrimination because of any of the above protected characteristics, you should consider the appropriateness and feasibility of attempted informal resolution by discussion in the first instance with us.

Allegations regarding potential breaches of this policy will be treated in confidence and investigated in accordance with the appropriate procedure (Harassment Policy or Grievance Policy provided as part of our Induction handbook during admission).

Raaga Sudha will ensure that individuals who make such allegations in good faith will not be victimized or treated less favourably by Raaga Sudha as a result.

However, false allegations of a breach of this policy which are found to have been made in bad faith will be dealt with under Raaga Sudha's Discipline Policy.

The benefits, terms and conditions of employment and facilities available to Monitor employees will be reviewed on a regular basis to ensure that access is not restricted by unlawful means and to provide appropriate conditions to meet the special needs of disadvantaged or under-represented groups.

6. Raaga Sudha's legal duties for equality and diversity under the Equality Act 2010 is reviewed each year on an ongoing basis to assess its effectiveness.

#### EQUALITY AND DIVERSITY CONTACT:

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Policy Reviewed by Mr Srikailash Venkitadri



Signature:

Date: 01/09/2023

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