

NYJO Equality, Diversity and Inclusion Policy

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Scope of Policy

NYJO is an organisation that values everyone who contributes to and benefits from our work. We are a community of employees, freelance administrators and artists, guest artists, trustees, education partners, funders, audiences, young performers, students and project participants, and their families. For the purposes of this document, we will use the terms ‘professionals’, denoting employees, freelance administrators and artists, guest artists and trustees; and ‘beneficiaries’, denoting young performers, project participants and their families, education partners and communities.

Amongst its professionals, NYJO recognises the different legal obligations inherent in relationships based on contracts of employment (ie employees) and contracts for services (ie self-employed freelancers). Whilst acknowledging the different contractual arrangements, we are committed to treating all professionals with equal and appropriate respect, and of fully engaging with and appreciating all who contribute to the success of our work.

Equality, Diversity and Inclusion Statement

NYJO is committed to establishing a culture of inclusion and equality of opportunity for all professionals and beneficiaries within our organisation, and in the communities that we serve. Our aim is to comply with the spirit of the law as well as meeting statutory obligations: we are committed to playing our part in making society in general, and the arts in particular, fairer, more inclusive and more accessible. We want to positively promote equality, not simply avoid discrimination, and ensure that all NYJO professionals and beneficiaries are given the opportunity to fulfil their potential.

Every aspect of NYJO’s operations and activities are underpinned by an honest and uncompromising commitment to the principles of Equality, Diversity and Inclusion: accessibility, fairness, respect and difference. We are committed to providing equality of opportunity for all, irrespective of race, age, pregnancy & maternity, ethnicity, gender, marriage & civil partnership, faith, sexual orientation, class & economic disadvantage and disability. We will provide an environment free from discrimination, bullying,

harassment or victimisation, where people are treated with respect and dignity. We aim to create an inclusive culture, providing a dynamic environment where all are valued for their contribution and individuality.

Jazz is music of Black origin, directly born out of slavery and the exploitation of Black people. If we are to produce compelling work appropriate to the artform and to young people living across the UK today, we must fully engage with and provide for people from all walks of life, nationwide. To ensure that we are relevant and accessible to all, this policy is founded on three core principles:

Equality: ensuring that everyone has an equal opportunity to enjoy jazz and explore talent. No one should have poorer life chances because of where they were born, what they believe, or whether they have a disability. Equality recognises that historically certain groups of people have experienced discrimination: where necessary, we will take positive action to redress the balance.

Diversity: recognising difference, treating people as individuals, and placing positive value on diversity in the community and in our organisation. Diversity brings richness to our culture, society and economy and society; it teaches us how to relate and co-exist with people who are different from ourselves.

Inclusion: ensuring that there is a warm welcome and a home to be found for everyone within NYJO's activities, that no one feels uncomfortable, that under-represented communities are welcomed and see themselves reflected in our work, and that our approach to teaching and communication is adaptable and accessible to all.

NYJO will ensure that there is open access for all those who wish to participate in our work and that everyone is treated fairly. We will do everything in our power to eliminate barriers that discriminate against particular groups and give clear guidance to individuals working within NYJO, in any capacity. We will raise awareness amongst NYJO professionals and beneficiaries of equality issues and of individuals' obligations with regard to the implementation of this policy.

Legislation

NYJO affirms its commitment to the current, and any subsequent enacted legislation governing equality, in particular;

- The Rehabilitation of Offenders Act 1974
- Data Protection Act 1998
- Human Rights Act 1998
- Special Educational Needs and Disability Discrimination Act 2001
- The Equality Act 2010

Employment and Professional Training

NYJO will monitor and regularly review its selection criteria and procedures in relation to participation and employment, to ensure that all professionals and beneficiaries are selected, promoted and treated solely on the basis of relevant and appropriate merits and abilities.

Types of Discrimination

NYJO will ensure that its professionals and beneficiaries are able to conduct their activities in an environment that is free from harassment or intimidation.

- Direct discrimination is defined as treating a person less favourably than others (or as others would be treated) in the same or similar circumstances.
- Indirect discrimination occurs when a requirement or condition is applied which, intentionally or otherwise, adversely affects a considerably larger proportion of people of one protected characteristic than another, and which cannot be justified on other grounds.
- Harassment can be described as inappropriate actions, behaviour, comments or physical contact that is objectionable or causes offence to the recipient. It may be of a sexual or racial nature or it may be directed towards people because of their age, sexuality, a disability or other characteristic.
- Victimisation is described as treating someone unfairly because they have complained about discrimination or harassment.

Our organisation regards discrimination as gross misconduct and any professional or beneficiary who discriminates will be liable to appropriate disciplinary action.

Aims

NYJO will:

- Make our work accessible, and our organisation welcoming, to everyone.
- Eliminate discrimination, whether direct or indirect, and continue to create a working and learning environment based on positive relations.
- Promote programmes of work actively addressing Equality, Diversity and Inclusion issues, monitoring and evaluating the success of such programmes.
- Give individuals and communities equal access to learning programmes and facilities.
- Obtain and consider carefully the opinions of NYJO professionals, beneficiaries and the wider community about our work, to assist us to plan, prioritise and develop future activity.
- Require NYJO professionals and beneficiaries to play a key role in helping us to develop a fuller, more equal and more inclusive service.
- Promote an environment in which quality education, pastoral support and personal wellbeing are valued equally.
- Ensure that no one is ever treated less favourably than others due to protected characteristics.
- Anticipate individuals' needs and make necessary adjustments, as far as is reasonably possible, thereby ensuring that no professional or beneficiary is ever placed at a disadvantage when engaging with NYJO.
- Implement appropriate training to facilitate the appreciation and understanding of difference.
- Take appropriate action against NYJO professionals or beneficiaries who discriminate or harass for any reason.

Commitments and Responsibilities

All NYJO professionals and beneficiaries have a responsibility to give full and active support for the policy by ensuring that:

- The policy is known, understood and implemented.
- Individuals' behaviour is considerate of others' beliefs, heritage and needs.
- Everyone is treated with respect and dignity.
- Behaviour not in accord with this policy is challenged.
- They support NYJO and one another by behaving in a way that creates a safe, respectful and orderly environment, contributing to their own success and that of others.
- They respect NYJO as a diverse and inclusive organisation where prejudice and harassment are not accepted.
- They show respect for others irrespective of their status, reporting incidents of discrimination to an appropriate person.

Within the general responsibilities noted above are specific responsibilities held by the Board of Trustees and the CEO for the implementation of the policy, including:

- Co-ordination, Implementation, development and monitoring of the policy.
- Identifying training requirements and implementing training as necessary.
- Taking positive action to prevent acts of race discrimination, victimisation and all forms of inequality in accordance with The Equality Act 2010.

We are committed to:

- Striving for excellence.
- Creating an inclusive environment.
- Listening to our stakeholders.
- Securing healthy and safe working conditions, which protect musicians, management, volunteers, and anyone in paid or unpaid work for or on behalf of NYJO and the environment.
- Improving through development and training.
- Promoting equality and fairness.
- Communicating and consulting widely.

Actions to Implement and Develop Policy

A copy of this document will be available to all NYJO professionals and beneficiaries, who will have responsibilities to respect, and act in accordance with and thereby support and promote the spirit and intentions of this policy. It is supported and delivered via our EDI Action Plan which is available for all to access [here](#) and on our website.

NYJO's board is responsible for ensuring that this equality policy is followed and for dealing with any actual or potential breaches.

Monitoring and Review

NYJO's Board of Trustees will keep the operation of this policy under regular review, and take account of issues raised, legislative requirements, the needs of the community and positive action to achieve a

continuing increase in standards. The policy will also be assessed and updated against progress made within the parameters of the NYJO EDI Action Plan.

Policy last reviewed: October 2021
Next review due: September 2023
Responsible Trustee: HR Trustee, Janet Campbell – janet@nyjo.org.uk