

EPTA UK Equality, Diversity And Inclusion Policy

Trustee Responsibilities

It is the trustee's responsibility to create policies and take actions that support equality, diversity and inclusion.

We recognise that providing equality of opportunity, valuing diversity and promoting a culture of inclusion are vital to the success of our association. We want our members to reflect the diversity of the communities that we serve. We are committed to providing an inclusive and supportive environment for all.

We expect all our members to contribute to and actively support EPTA UK in working towards the elimination of discrimination and harassment, promoting equality of opportunity in terms of access to their services and support for all students in their welfare and education.

Characteristics

We are committed to treating all people with dignity and respect equally irrespective of the protected characteristics:

- Age;
- Sex;
- Disability;
- Race;
- Gender reassignment;
- Marriage / Civil partnership;
- Religion or belief;
- Sexual orientation or re-orientation;
- Pregnancy and maternity.

Diversity

By creating a working, learning and social environment in which all individuals can utilise their skills and talents to the full without fear of prejudice or harassment. We aim to create a culture where everyone can reach their fullest potential. We will ensure that equality, recognising diversity and being inclusive is embedded in all our activities, policies, and decisions, and will work with our partners to share good practice. We aim to make full use of all talents and skills by creating an open and inclusive culture where individuals from all backgrounds can work together with dignity and respect.

Accessibility

Where feasible our meetings and events are held in venues that are accessible to wheelchair users. We provide free places for carers of members who can only attend if they bring a carer.



Complaints Process

If any member feels they have been discriminated against by the Association or harassed at an event they should raise this with the committee.

The committee will investigate the complaint, listening to all members involved. (If the complaint is against a committee member, that member will not be part of conducting the investigation).

If the complaint is against a particular individual, this person will have the opportunity to express their point of view, accompanied by a friend. The person making the complaint will also have this opportunity.

If the complaint is against the Association as a whole, the Committee must work to ensure that such discrimination is not repeated in the future and update the policy to reflect this.

Any decision to exclude a person from the organisation due to discriminatory or harassing behaviour will be made with reference to the Association's constitution. The Association will support people who feel they have been harassed or discriminated against and will not victimise or treat them less well because they have raised this.

Date of last review: 27 September 2023



EPTA - EUROPEAN PIANO TEACHERS ASSOCIATION (U.K.) LIMITED
Registered Company: 1945055 Registered
Registered Address: 5 Robin Hood Lane, Sutton, Surrey, SM1 2SW
Correspondence Address: PO Box 80468 London N1P 3TW
Email: admin@epta-uk.org