

# Policy for the Promotion of Equality and Diversity 2021



## Nevis Ensemble

Nevis Ensemble was established in 2017 with the aim of bringing music to everyone, everywhere. We exist primarily to take full-scale orchestral music to public spaces and communities around Scotland and further afield through tours and projects that develop true engagement with the public and reach new audiences, and develop our musicians' skills.

The objective of each Nevis Ensemble performance or project is to engage, entertain and stimulate the audience and participants, and enable them to benefit from the tangible benefits of access to the arts, as well as the simple feeling of joy.

## Policy Statement

Nevis Ensemble is committed to encouraging and promoting equality and diversity as a fundamental underpinning of all its activities, its governance and to the way in which it treats audiences, staff and musicians.

Nevis aims to be truly representative of all sections of society and for each musician and staff member to feel respected and able to give their best to the organisation.

Nevis believes that diversity enriches its artistic portfolio, enhances the skills base of its staff and musicians, and contributes fresh ideas and perceptions to its development. The ever-changing diversity of Nevis Ensemble's beneficiaries within the wider social context in Scotland, brings its own excitement and inspiration and Nevis Ensemble is therefore committed against unlawful discrimination in delivering on our charitable objectives and project work.

The policy's purpose is to:

- provide equality, fairness and respect for all who work or provide services for the organisation.
- not unlawfully discriminate because of the Equality Act 2010 protected characteristics of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race (including colour, nationality, and ethnic or national origin), religion or belief, sex (gender) and sexual orientation.

- oppose and avoid all forms of unlawful discrimination. This includes in pay and benefits, terms and conditions of employment, dealing with grievances and discipline, dismissal, redundancy, leave for parents, requests for flexible working, and selection for employment, promotion, training or other developmental opportunities.

Nevis Ensemble commits to:

1. Encourage equality and diversity in the workplace and for our musicians as a best practice benchmark.
2. Create a working environment free of bullying, harassment, victimisation and unlawful discrimination, promoting dignity and respect for all, and where individual differences and the contributions of all staff and musicians are recognised and valued.
3. Take seriously complaints of bullying, harassment, victimisation and unlawful discrimination by fellow employees, musicians, beneficiaries, volunteers, suppliers, visitors, the public and any others in the course of the organisation's work activities.

This commitment includes training Nevis staff about their rights and responsibilities under the equality policy by dissemination of this policy. Responsibilities include staff conducting themselves to help the organisation provide equal opportunities for musicians and staff, and prevent bullying, harassment, victimisation and unlawful discrimination.

All staff should understand they, as well as their employer, can be held liable for acts of bullying, harassment, victimisation and unlawful discrimination, in the course of their employment, against fellow employees, musicians, or beneficiaries.

Such acts will be dealt with as misconduct and any appropriate action will be taken. Particularly serious complaints could amount to gross misconduct and lead to dismissal without notice

Further, sexual harassment may amount to both an employment rights matter and a criminal matter, such as in sexual assault allegations. In addition, harassment under the Protection from Harassment Act 1997 – which is not limited to circumstances where harassment relates to a protected characteristic – is a criminal offence.

4. Decisions concerning staff musicians being based on merit (apart from in any necessary and limited exemptions and exceptions allowed under the Equality Act).
5. Review employment practices and procedures when necessary to ensure fairness, and also update them and the policy to take account of changes in the law.

6. Monitor the make-up of staff and musicians regarding information such as age, gender, ethnic background, sexual orientation, religion or belief, and disability in encouraging equality and diversity, and in meeting the aims and commitments set out in the equality policy.

Monitoring will also include assessing how the equality policy, and any supporting action plan, are working in practice, reviewing them annually, and considering and taking action to address any issues.



**Jamie Munn**  
Chief Executive, Nevis Ensemble

**9 May 2021**

## **Review**

This policy, the accompanying procedures and code of conduct will be reviewed by Nevis Ensemble's staff and Board of Trustees, in consultation with partner organisations and statutory guidance on an annual basis.