

Live Music Now Scotland

Equality Policy

Live Music Now Scotland (LMNS) 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 its audiences, staff, volunteers and musicians.

LMNS aims to be truly representative of all sections of society and for each employee, musician, volunteer and beneficiary to feel respected and able to give their best.

LMNS 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 LMNS's beneficiaries and client groups, within the wider social context in the UK, brings its own excitement and inspiration and LMNS 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 in our employment, whether temporary, part-time, full-time or consultancy, and for all volunteers, musicians and audiences.
- 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.

Live Music Now Scotland commits to:

- encourage equality and diversity in the workplace and for our musicians as a best practice benchmark.
- 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, musicians and volunteers are recognised and valued.

This commitment includes training all 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 in employment, 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, volunteers or our beneficiaries.

- reassurances will also be requested via our contracts that any beneficiary companies and partners will treat our staff, musicians and volunteers in line with the Equality Act 2010.

- 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.

Such acts will be dealt with as misconduct under the organisation's grievance and/or disciplinary procedures, 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

- make opportunities for training, development and progress available to all staff, who will be helped and encouraged to develop their full potential, so their talents and resources can be fully utilised to maximise the efficiency of the organisation.
- decisions concerning staff being based on merit (apart from in any necessary and limited exemptions and exceptions allowed under the Equality Act).
- 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.
- monitor the make-up of the workforce, musicians and audiences 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

The equality policy is fully supported by senior management and has been agreed with the Board at their meeting on 31 August 2021. This policy will be reviewed annually.

Details of the organisation's grievance and disciplinary policies and procedures can be found in our Employees Handbook. This includes with whom an employee should raise a grievance – usually their line manager.

Use of LMNS's grievance and/or disciplinary procedures does not affect an employee's right to make a claim to an employment tribunal within three months of the alleged discrimination.

Carol Main, Director

Date 13/08/2021