



Equality Policy Statement

We are fully committed to the principles of equality of opportunity and aim to ensure that everyone has a genuine and equal opportunity to participate in our music making and associated activities and in all roles within the Society, irrespective of their:

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

This includes members, volunteers, participants, supporters, officials, job applicants and paid professionals.

We recognise that discrimination is unacceptable and will not tolerate direct or indirect discrimination.

We will take, or support, positive action to eliminate individual and institutional discrimination:

- ✓ TPS respects the rights, dignity and worth of every person and will treat everyone equally within the context of their music making.
- ✓ TPS is committed to everyone having the right to enjoy their music making in an environment free from threat of intimidation, victimisation, harassment and abuse.
- ✓ All TPS members have a responsibility to oppose discriminatory behaviour and promote equality of opportunity and the society's committee is responsible for implementing, maintaining and dealing with any breaches of this policy.
- ✓ TPS regards any incidence of discriminatory behaviour as serious misconduct.

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