

EQUAL RIGHTS POLICY

The Excelsis School of Music is committed to providing equal opportunities and to avoid unlawful discrimination against applicants, customers and pupils. This policy is intended to assist The Excelsis School of Music to put this commitment into practice. We do not discriminate against staff or pupils or any recipient of our services, on the basis of age, disability, gender reassignment, marital or civil partner status, pregnancy or maternity, race, colour, nationality, ethnic or national origin, religion or belief, sex or sexual orientation (protected characteristics).

- 1) The principles of non-discrimination and equality of opportunity also apply to the way in which staff treats visitors, colleagues, customers or pupils, suppliers and former-staff members.
- 2) All staff have a duty to act in accordance with this policy and to its colleagues, customers and pupils with dignity at all times, and not to discriminate against or harass others, regardless of their status.
- 3) The Excelsis School of Music will take appropriate steps to accommodate the requirements of different religions, cultures, and domestic responsibilities.
- 4) The Excelsis School of Music aims to ensure that no applicant, either for employment or a place within a craft, suffer discrimination because of any of the protected characteristics above.
- 5) Applicants should not be asked about health or disability before an offer of a place is made. Exceptions to this which may apply from time-to-time, for example:
 - i. Questions necessary to establish if an applicant can meet the requirements of the appropriate examination board to the standard The Excelsis School of Music teaches;
 - ii. Questions necessary to establish if an applicant is fit to attend a particular class, or whether any reasonable adjustments may be needed during classes or at assessment;

iii. Positive action to encourage disabled applicants;

iv. Equal opportunities monitoring (which will form no part of any decision making process).