

Equality and Diversity Policy and Plan

The Bee's Keys Swindon LTD (trading as The Bee's Keys)
Suite 22, Crowood House, Gipsy Lane, Swindon, SN2 8YY

Commitment

The Bee's Keys is dedicated to providing equal opportunities, access, and outcomes for all. We are committed to challenging discrimination in all its forms and promoting diversity, dignity, and inclusion in our music lessons and in our working practices.

Policy statement

At The Bee's Keys:

No pupil, employee, job applicant, contractor, supplier, or member of the public will be discriminated against, harassed, or receive unfavourable treatment based on race, ethnicity, nationality, colour, disability, sex, gender (including gender identity), marital or civil partnership status, pregnancy or maternity, family commitments, caring responsibilities, sexual orientation, age, religion or belief, political beliefs, social class, trade union activity, or irrelevant spent convictions.

As a music tuition provider, we play a crucial role in:

Promoting fairness, dignity, and respect

Fostering positive relations between different communities and social groups

Ensuring equality of opportunity and access

Addressing disadvantage

Combating discrimination and harassment

We deliver flexible, accessible music lessons and aim to promote a diverse workforce that reflects the communities we serve.

Equality and diversity in music tuition

We are committed to delivering high-quality music lessons that are accessible and fair. We recognise that direct and indirect discrimination can occur if services are inappropriate or inaccessible. Our goal is to eliminate such discrimination and ensure equality of opportunity, access, and outcomes for all.

We regularly review our services to ensure fair access and identify areas for improvement.

Implementation in music tuition

To ensure our lessons are fair and accessible to all:

We review our services regularly in terms of accessibility and appropriateness

We welcome feedback from students and parents/guardians

We monitor our delivery of equality and diversity

Information about our lessons will be clear, inclusive, and available in different formats

where needed (including for those who are visually impaired).

Equality and diversity in employment and contracting

Our commitment to fair recruitment and equal pay means that:

Decisions are based solely on relevant merits and abilities

Personal characteristics unrelated to the role will not be considered

We support disadvantaged or underrepresented groups in accessing opportunities

We review recruitment and selection criteria to ensure fairness.

Handling complaints

If any teacher, student, parent/guardian, or other individual feels they have been discriminated against, they can raise the issue with the studio owner.

Bullying and harassment

Any person who experiences, witnesses, or suspects bullying or harassment should report it to the studio owner. All complaints will be taken seriously and investigated.

Relevant legislation

Key legislation informing this policy includes:

Equality Act 2010

Human Rights Act 1998

Gender Recognition Act 2004

Racial and Religious Hatred Act 2006

Updated: 26 May 2026

Next review: August 2027