

The Bee's Keys LTD

Equality and Diversity Policy and Plan

Suite 22, Crowood House, Gipsy Lane, Swindon, SN2 8YY

Commitment

The Bee's Keys LTD 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 employment practices.

Policy Statement

At The Bee's Keys LTD:

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, gender (including gender identity), marital status, family commitments, caring responsibilities, sexual orientation, age, HIV status, religion, 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 promote a diverse workforce that reflects the communities we serve. Additionally, we strive to share best practices on equality and diversity at local, national, and international levels.

Introduction

The Bee's Keys LTD aims to provide fair access to music lessons and employment by tailoring our services to meet individual needs. We understand that equality isn't simply about treating everyone the same—it's about recognising and valuing diversity to create an inclusive environment.

By embracing diverse perspectives, The Bee's Keys LTD becomes stronger and better connected to the communities we serve.

Equality and Diversity in Music Tuition

We are committed to delivering high-quality music lessons that are accessible and fair. The Bee's Keys LTD recognises 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, ensuring that our music lessons remain inclusive and meet diverse needs.

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 consult with relevant groups to gather feedback
- We monitor our performance in delivering equality and diversity

Information about our lessons will be clear, inclusive, and available in various formats to meet individual needs, including for those who are visually impaired.

The Bee's Keys LTD is responsible for ensuring that teachers are trained to deliver music tuition that upholds the principles of equality and diversity.

Equality and Diversity in Employment

The Bee's Keys LTD's commitment to fair employment and equal pay ensures that:

- Employment decisions are based solely on the relevant merits and abilities of candidates
- Personal characteristics unrelated to the job will not be considered
- We support disadvantaged or underrepresented groups in accessing employment opportunities
- We use recognised job evaluation schemes for fair grading of posts

We regularly review recruitment and selection criteria to ensure fairness, and we monitor diversity data to identify any trends or patterns in employment practices.

Learning and development opportunities at The Bee's Keys LTD will incorporate principles of fairness, dignity, and inclusion.

Implementation in Employment

The Bee's Keys LTD will:

- Use its influence to promote equality, diversity, and best practices
- Regularly review recruitment procedures to ensure fair access for all candidates
- Monitor data on race/ethnicity, gender, disability, and age for those applying, shortlisted, and appointed
- Ensure learning and development programmes incorporate equality and diversity principles

Where appropriate, we will encourage applications from underrepresented groups to ensure a diverse workforce.

Review and Reporting

We will regularly review this policy and our practices to ensure they comply with current legislation and best practices.

Handling Complaints of Discrimination

If any teacher, student, or employee feels they have been discriminated against, they can raise the issue with the studio owner as part of our grievance process.

Bullying and Harassment

Any teacher or student who experiences, witnesses, or suspects bullying or harassment should report it to the studio owner. All complaints will be thoroughly investigated.

Disciplinary Action

Any individual found to have engaged in discrimination, bullying, or harassment will be dealt with through The Bee's Keys LTD disciplinary procedures.

Complaints Against The Bee's Keys LTD

Anyone who feels they have not been treated fairly by The Bee's Keys LTD can lodge a complaint with the studio owner, who will investigate the matter.

Respecting and Acting in Accordance with the Policy

All teachers, contractors, and others delivering services for The Bee's Keys LTD are expected to ensure that no one is subjected to discrimination or inequality in any form. Everyone must be treated with dignity, respect, and fairness.

Relevant Legislation

Key pieces of legislation informing this policy include:

- Human Rights Act 1998
- Civil Partnerships Act 2004
- Gender Recognition Act 2004
- Equality Act 2010
- Racial and Religious Hatred Act 2006

Updated 5th September 2024

Next review August 2025