



NEW SINFONIA CIO
CHARITY NUMBER: 1192503

NEW Sinfonia
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EQUAL OPPORTUNITIES POLICY

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1. Introduction

NEW Sinfonia's Board of Trustees is committed to promoting equality, diversity, and inclusion in all aspects of its work. This Equal Opportunities Policy outlines our commitment to providing equal opportunities for everyone involved in the NEW Sinfonia (hereon referred to as the Organisation) charity, irrespective of their age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex, or sexual orientation.

2. Scope

This policy applies to all employees (freelance and employed), volunteers, trustees, and beneficiaries of our Organisation. It covers all aspects of employment, including recruitment, training, development, promotion, and termination. It also extends to the delivery of our services and engagement with the community.

3. Responsibilities

3.1. Trustees and Management

The Board of Trustees and management are responsible for the implementation and monitoring of this policy.

3.2. Employees and Volunteers

All individuals working with or for the Organisation are expected to adhere to this policy and actively contribute to creating an inclusive environment.

4. Recruitment and Selection

We are committed to attracting a diverse range of candidates for all roles within the Organisation. Our recruitment and selection procedures will be fair, transparent, and free from discrimination. Where possible, reasonable adjustments will be made to accommodate the needs of applicants with disabilities.

5. Training and Development

Our Organisation is committed to providing training and development opportunities for all employees and volunteers. Training will be offered in a way that is accessible to

everyone, and reasonable adjustments will be made to accommodate individual's needs.

6. Promotion and Progression

All employees and volunteers will be given equal opportunities for career progression and promotion, based on their skills, qualifications, and performance. Promotion decisions will not be influenced by characteristics such as age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex, or sexual orientation.

7. Working Environment

Our Organisation is dedicated to maintaining a working environment free from discrimination, harassment, victimisation and bullying. Any such behaviour will not be tolerated, and will be dealt with through the appropriate grievance procedures.

8. Community Engagement

In delivering our services, we will actively seek to engage with the diverse communities we serve. We will consider the needs of different groups and work towards making our services inclusive and accessible to all.

9. Monitoring and Review

This policy will be regularly monitored and reviewed to ensure its effectiveness. Any necessary adjustments will be made, and the policy will be updated to reflect changes in legislation or the needs of the Organisation.

10. Conclusion

We, at NEW Sinfonia, are committed to creating an inclusive and supportive environment where everyone is treated with dignity and respect. This Equal Opportunities Policy reflects our dedication to promoting equality, diversity, and inclusion in all aspects of our work.