



# Policy Document

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## DIVERSITY, EQUITY AND INCLUSION

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### Marching & Performing Arts United Kingdom

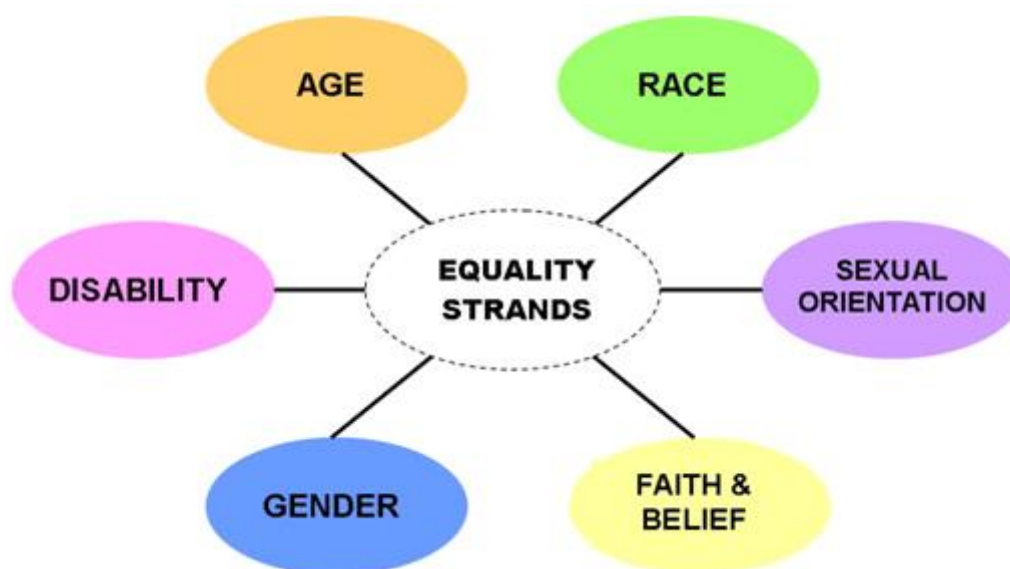
Registered Charity Number: 328541



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## Introduction



Marching & Performing Arts United Kingdom (hereafter referred to as The Charity) recognises that it is essential to provide equal opportunities to all persons without discrimination. This policy sets out the organisation's position on equal opportunity, giving guidance and encouragement to staff, member and volunteers at all levels to act fairly and prevent discrimination on the grounds of gender, race, disability, age, sexual orientation or religion.

## Purpose

The purpose of this policy is to ensure that any performing member, staff member, Trustee or volunteer of the Charity does not receive less favourable treatment on the grounds of gender, race, disability, age, sexual orientation or religion, or is disadvantaged by conditions or requirements that cannot be shown to be justifiable. The Charity is committed not only to its legal obligations but also to the positive promotion of equality of opportunity in all aspects of membership.

The Charity recognises that adhering to an Equality & Diversity Policy, combined with relevant membership policies and practices, maximises the effective use of individuals in both the organisation's and persons' best interests. The Charity recognises the great benefits in having a diverse membership with different backgrounds.

Please report any evidence of discrimination to any member of staff or a Trustee in confidence as soon as it is identified.