



# Replay Music CIC – Equality, Diversity, and Inclusion (EDI) Policy

RE-PLAY MUSIC is a registered C.I.C no. 15352459, incorporated in England and Wales

The Long Barn, Rodden, Frome, Somerset, BA11 5LD

[www.re-playmusic.org](http://www.re-playmusic.org)

## Purpose

Replay Music CIC is committed to **promoting equality, diversity, and inclusion** in all aspects of our work. We place inclusive practice at the heart of our music education and community programmes and recognise our legal responsibilities under the **Equality Act 2010** and other relevant UK legislation.

We believe that every child, young person, adult, older adult, or participant with learning difficulties or special needs has the right to access **high-quality music education and participation** in a **safe, respectful, and supportive environment**. We aim to create a culture where **all participants, volunteers, staff, and partners feel valued, empowered, and able to be their authentic selves**.

## Our Principles

Our EDI policy is built on the following principles:

- **Openness and Respect:** Valuing the unique skills, knowledge, and perspectives each person brings.
- **Accountability:** Acknowledging and addressing bias, discrimination, or exclusion whenever it occurs.
- **Care and Support:** Nurturing an environment where everyone can thrive.
- **Fairness and Equity:** Treating all individuals with dignity, respect, and equal opportunity.
- **Inclusive Collaboration:** Building trust and teamwork through thoughtful communication and inclusive actions.
- **Recognition of Experience:** Respecting the lived experiences of others while challenging harmful or prejudiced behaviour.

# Equality, Diversity, and Inclusion

- **Equality:** Ensuring everyone has fair access to opportunities and is not treated less favourably because of who they are.
- **Diversity:** Recognising, valuing, and celebrating differences that make each individual unique.
- **Inclusion:** Creating an environment where everyone feels welcomed, respected, and able to participate fully.

## We do not discriminate based on:

- Age
- Disability or additional needs
- Gender, gender identity, or sexual orientation
- Race, nationality, ethnic origin, or skin colour
- Religion or belief
- Pregnancy, maternity, marriage, or civil partnership
- Socioeconomic status, caring responsibilities, or any other basis prohibited by law

# Commitments

Replay Music CIC is committed to:

- Eliminating discrimination, harassment, and victimisation
- Promoting equality of opportunity for all participants, staff, and volunteers
- Fostering positive relationships between different groups
- Creating a culture of respect, dignity, and inclusion
- Making **reasonable adjustments** to ensure accessibility for participants and staff with additional needs

# Scope

This policy applies to all:

- Staff, volunteers, and freelance music leaders
- Trustees and project managers
- Children, young people, adults, older adults, families, and participants

- Partner organisations, contractors, and suppliers

It covers all processes relating to recruitment, training, music delivery, community engagement, events, workshops, and festivals, and will be **reviewed annually** to reflect legislative updates and best practice.

## **Roles and Responsibilities**

### **Trustees / Directors**

- Ensure compliance with EDI legislation and oversee implementation and monitoring of this policy

### **Project Leads and Managers**

- Model inclusive behaviour and challenge discrimination or bias
- Provide guidance and support to staff and volunteers
- Take prompt and appropriate action where breaches occur, following disciplinary procedures if necessary

### **All Staff, Volunteers, and Freelancers**

- Familiarise themselves with and act in accordance with this policy
- Report suspected discrimination, harassment, or bias to their manager or designated EDI lead

### **EDI Lead**

- Maintain and update this policy
- Provide guidance, training, and advice to ensure all team members understand and apply EDI principles in practice

## **Inclusive Music Education**

Replay Music CIC designs all sessions to **ensure full participation**:

- Activities are adapted for different ages, abilities, and learning needs
- Reasonable adjustments are made for participants with disabilities or additional needs
- Venues are accessible, and alternative formats of information are provided when needed
- Subsidised or funded places are offered to reduce financial barriers
- Materials and instruments are free from discriminatory language or imagery
- A safe and respectful environment is created where bullying, discrimination, or exclusion is not tolerated

## Safeguarding and Wellbeing

- All team members receive **safeguarding and EDI training**
- Children, young people, adults, older adults, and staff feel **safe, supported, and heard**
- Any incidents of harassment, victimisation, or discrimination are addressed promptly
- Positive relationships and a culture of respect are actively promoted

## Recruitment, Employment, and Training

- Recruitment is **fair, transparent, and inclusive**, based on merit, skills, and experience
- Selection processes are free from bias
- Reasonable adjustments are made for applicants with disabilities or accessibility needs
- Staff and volunteers receive ongoing **EDI and safeguarding training**
- Flexible and supportive working arrangements are provided where possible to support caring responsibilities

## Accessibility

- Use **venues that are physically accessible** wherever possible
- Communicate clearly and in accessible formats
- Provide alternative formats of information when required
- Work with families and participants to understand and respond to individual needs

## Community Engagement and Partnerships

- Collaborate with schools, festivals, youth organisations, and community groups to increase access for **underrepresented or disadvantaged groups**
- Listen to and act on the needs of participants and communities
- Develop programmes that reflect the **diversity of our participants experiences**
- Foster inclusion, collaboration, and mutual respect across different communities

## Positive Action

Where appropriate and lawful, Replay Music CIC may take **positive action** to encourage participation and representation from underrepresented or disadvantaged groups, including:

- Targeted outreach
- Mentoring and support
- Training or adapted programme delivery

## **Monitoring and Review**

- This policy will be **reviewed annually by the Board of Directors** to ensure compliance, relevance, and continuous improvement
- Any breach of this policy will be taken seriously and addressed through appropriate procedures
- Staff, volunteers, participants, and families are encouraged to provide feedback to help improve EDI practices

**Signed:**

Lisa Branigan

Founding Director – Responsible for HR & Safeguarding, Replay Music CIC

**Reviewed by:** Rosita Nasta & Stef Martinez Barker

**Next Review Date:** [Insert Date – usually 1 year from approval]