



PoppyHarp EQUALITY, DIVERSITY AND INCLUSION POLICY

Overview

This policy applies to all individuals associated with PoppyHarp, including current and potential employees, volunteers, consultants, panel members, suppliers, candidates, examiners, customers, and visitors. It addresses discrimination based on various characteristics outlined in the Equality Act 2010, such as age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion and/or belief, sex, and sexual orientation. Additionally, it encompasses discrimination related to a person's gender identity, acknowledging the distinction between physical sex and gender identity/expression. This policy should be read alongside the Equality Opportunities Policy.

Equal opportunities

PoppyHarp is committed to providing equality of opportunity and treatment for all, and will not unlawfully or unfairly discriminate directly or indirectly on the basis of gender, age, ethnic origin, or disability.

Aims of this Policy

PoppyHarp recognises the importance of providing equal opportunities, valuing diversity, and fostering an inclusive culture for its success. We aspire for our staff, candidates, suppliers, partners, and customers to mirror the diversity of the communities we serve, creating an environment where individuals can freely express themselves regardless of identity or background. By cultivating a working and social environment that enables individuals to leverage their skills and talents without fear of prejudice or harassment, we aim to foster a culture where everyone can achieve their full potential. We are committed to integrating equality into all our activities, policies, and decisions, and to collaborating with our partners to share best practices. Central to this commitment is our dedication to implementing a program of activities to advance our equality objectives.

Commitment:

Equality is fundamental to our values and we strive to harness people's talents and skills by nurturing an open and inclusive workplace culture where individuals from diverse backgrounds can collaborate or engage with PoppyHarp products with dignity and respect. We will actively fulfil our responsibilities and promote good practice by:

- Adhering to legal obligations transparently
- Widely disseminating this policy among staff and on our website.
- Incorporating positive and diverse content into our content and examination material where practical, reflecting the global community
- Developing and publicising organisation-wide diversity objectives and integrating equality, diversity, and inclusion into our planning processes
- Assessing the impact of policies, content, and practices to address any disadvantages faced by underrepresented groups or respect cultural or religious differences
- Taking corrective action to address gender, racial, or other imbalances identified through monitoring data
- Promoting awareness and understanding of equality, diversity, and inclusion matters through policies, training and guidance
- Providing staff and other parties with appropriate tools to discuss equality, diversity, and inclusion issues and report concerns
- Addressing potential and actual acts of discrimination, harassment, and bullying promptly and appropriately under relevant PoppyHarp policies
- Engaging with all staff regarding changes that may affect their employment
- Ensuring that all competitions and festivals are run without bias and discrimination and ensuring fair treatment and evaluation of staff, customers, candidates, and applicants based solely on merit and skills
- Disseminating our policies and commitment to equality, diversity, and inclusion to external suppliers, contractors, and partners and encouraging them to follow similar practices
- Making reasonable adjustments, as necessary, to enable staff and candidates with disabilities or additional needs to overcome barriers in the working, learning, and social environment

PoppyHarp Composers Project

At PoppyHarp, our aim is to foster a diverse and inclusive community where composers from anywhere in the world can thrive. We encourage composers to explore the harp as a source of inspiration and express their unique musical styles with confidence. Inclusivity is central to our mission, and we welcome applicants worldwide. Our digital platform ensures that geographical barriers are no obstacle to participation. If you're passionate about the harp, we'd love to hear from you, regardless of your location. Our project is open to anyone 18 years or above. Here are some exciting youth projects that we recommend:

CoMA (Contemporary music for all) - <https://www.coma.org/>

BCMG - <https://www.bcmg.org.uk/>

BBC composer of the year - <https://www.bbc.com/mediacentre/2023/bbc-young-composer-competition-opens>

YCP - <https://youngcomposersproject.com/>

Sound and Music Summer School - <https://soundandmusic.org/compositionsschool/>

The PoppyHarp Composers Project is free to enter, ensuring accessibility for composers at any stage of their journey. We're committed to enhancing inclusivity, selecting harpists with diverse

musical backgrounds and styles each year. Language should not deter applicants, as translation tools like Google Translate can facilitate communication. We're constantly exploring ways to improve our global outreach, including the addition of chamber works for harp and other instruments for future projects.

PoppyHarp Competitive Harp Festival

At PoppyHarp, our aim is to foster a diverse and inclusive community where harpists from anywhere in the world can thrive. We encourage harpists to explore any genre of music to express their unique musical styles with confidence. Inclusivity is central to our mission, and we welcome applicants worldwide. Our digital platform ensures that geographical barriers are no obstacle to participation. Anyone regardless of age, race, gender or religious beliefs can apply to classes appropriate to their skill level.

We keep the fee as minimal as possible to maximise accessibility for harpists at any stage of their journey, or from any background to be able to take part. We're committed to enhancing inclusivity, selecting different styles of harpist to adjudicate each year to promote positivity and creativity with feedback given.

Responsibilities

All individuals affiliated with PoppyHarp have a duty to promote equality, diversity, and inclusion. Fran Barsby bears responsibility for ensuring full implementation of this policy.

Training

Staff are obligated to participate in equality, diversity, and inclusion training relevant to their roles, with new staff required to complete such training as part of their induction.

Complaints and Procedures related to Equality, Diversity, and Inclusion

PoppyHarp expects all members of its staff and broader community to treat others equitably, with dignity and respect. Individuals who believe they have experienced discrimination, harassment, or bullying have the right to lodge a complaint free from victimisation or fear of retaliation.

Update History

The following changes have been made to this document:

Fran Barsby 28/04/2024

Fran Barsby 11/09/2019