

## REDBRIDGE MUSIC LOUNGE EQUAL OPPORTUNITIES AND DIVERSITY POLICY

This policy applies to all members of The Redbridge Music Lounge (RML) and any persons who perform at events organised by The Redbridge Music Lounge even if they are not paid-up members.

The RML recognises that equality and diversity is at the heart of what we do as an organisation. Our policy is not only about ensuring that the organisation meets its legal obligations but also acts as a means of demonstrating our commitment to equality of opportunity and diversity, encouraging and ensuring respect, fairness and equality of treatment for all.

The RML celebrates diversity and tolerance and aims to create an ethos and culture that respects and values each other's differences, irrespective of age, race, creed, gender, ability / disability, ethnic origin, HIV status, nationality, refugee status, sexual orientation, or responsibility for dependants. In recognising that everybody has a contribution to make, our challenge is to help unlock the talents and potential of our trustees, volunteers, members and musician colleagues.

Complaints about any breaches in respect of RML's Equalities & Diversity policy should be raised initially with a member of the management committee. However, if the complainant wishes to remain anonymous complaints may be addressed to the chair of RML and posted in the Cranbrook Centre letter box near the entrance to the center or posted to Chris Wyatt Chair , The Redbridge Music Lounge, The Cranbrook Centre Valentines Park, Melbourne Rd, Ilford IG1 4SB

All complaints will be investigated by members of the management committee always including one of the three RML trustees and appropriate action taken. The RML trustees retain the ultimate right to terminate membership of RML and / or exclude someone from participation in events organised by RML. The result of the investigation and any subsequent action will be communicated directly verbally and in writing to the complainant and subject of the complaint.

UPDATED TO SEPTEMBER 2021