



Equality & Diversity Policy

Policy Date: 15 February 2026

Review Date: 15 February 2027

1. Statement of Commitment

More Life Music Group CIC is committed to promoting equality, diversity and inclusion in all aspects of our work. We believe that creativity thrives in environments where everyone feels valued, respected and able to participate fully.

We are committed to ensuring that no individual is treated unfairly or excluded on the basis of age, disability, gender reassignment, marriage or civil partnership, pregnancy or maternity, race, ethnicity, nationality, religion or belief, sex, sexual orientation, or socio-economic background.

2. Our Aims

We aim to:

- Create inclusive and welcoming environments for all participants, volunteers and partners.
- Remove barriers to participation in arts and cultural activity.



- Promote equal access to opportunities regardless of background or identity.
- Actively challenge discrimination, harassment and prejudice.
- Reflect the diversity of the communities we serve in our programming and partnerships.

3. Our Approach

To meet these aims, we will:

- Ensure activities are accessible and free or low-cost wherever possible.
- Provide clear information about projects in accessible language.
- Consider physical access needs when selecting venues.
- Offer additional support where appropriate to enable participation.
- Provide bursaries or financial support to reduce economic barriers.
- Foster a culture of respect, collaboration and mutual understanding.

4. Responsibilities

All directors, facilitators, volunteers and partners working with More Life Music Group CIC share responsibility for upholding this policy.

Directors are responsible for:

- Ensuring equality and diversity principles are embedded in organisational planning.
- Addressing concerns or complaints promptly and fairly.
- Reviewing this policy annually.



5. Addressing Concerns

Any participant, volunteer or partner who feels they have experienced discrimination or unfair treatment should raise concerns with a director. All concerns will be treated seriously, confidentially and investigated appropriately.

Appropriate action will be taken where necessary to prevent further issues.

6. Monitoring and Review

We will review this policy annually to ensure it remains effective and relevant to the communities we serve. We will also consider participant feedback to improve inclusive practice.

Approval

Approved by: Rayveeyan Kusi-Mensah & Paula Fletcher

Date: 15/02/2026