



Orchestra for the Earth – Equality, Diversity and Inclusion Policy

Purpose

Orchestra for the Earth (OE) is committed to creating an environment in which everyone is treated with dignity, fairness and respect. We believe that diversity of background, experience and perspective enriches musical collaboration and strengthens our ability to engage audiences with the environmental themes at the heart of our work.

Addressing environmental challenges requires participation across society. By fostering inclusive artistic environments and welcoming diverse audiences, OE aims to ensure that conversations about nature and climate are open to everyone.

This policy sets out how OE promotes equality, diversity and inclusion across all its activities.

Scope

This policy applies to:

- Trustees
- Staff and contractors
- Freelance musicians and artists
- Volunteers
- Audiences, participants and partners

It covers all OE activities including rehearsals, concerts, workshops, recruitment, partnerships and public communications.

Legal Framework

OE operates in accordance with the Equality Act 2010, which protects individuals from discrimination on the basis of protected characteristics including:

- age
- disability
- gender reassignment
- marriage and civil partnership
- pregnancy and maternity
- race
- religion or belief
- sex
- sexual orientation

Discrimination, harassment or victimisation on these grounds will not be tolerated within OE activities.

Our Commitments

Inclusive Working Environment

We aim to create rehearsal and performance environments that are welcoming, respectful and collaborative. Everyone involved in OE should feel able to contribute and participate fully.

Fair Engagement and Recruitment

OE is committed to fair and transparent processes when engaging musicians, staff and collaborators. Selection will be based on artistic merit, professionalism and suitability for the project.

Inclusive Programming

Where possible, OE seeks to programme music and collaborations that reflect a wide range of voices and perspectives and that connect with diverse audiences.

Accessibility

We aim to make our events as accessible as possible, working with venues to improve access for audiences and participants, including those with disabilities.

Respectful Behaviour

All participants in OE activities are expected to treat one another with respect and professionalism. Harassment, discrimination or inappropriate conduct may lead to removal from an event or engagement.

Implementation

Practical measures supporting this policy include:

- Clear codes of conduct for rehearsals and projects
- Inclusive language in recruitment and communications
- Consideration of accessibility when selecting venues and planning events
- Inclusion of EDI considerations in project planning

Reporting Concerns

Anyone who experiences or witnesses discrimination, harassment or exclusion in connection with OE activities is encouraged to report it.

Concerns can be raised by contacting:

info@orchestrafortheearth.co.uk

Reports will be handled sensitively and, where appropriate, escalated to the Chair of Trustees.

Responsibility

Responsibility for implementing this policy lies with the Board of Trustees, supported by the General Manager and Artistic Director. All individuals working with OE share responsibility for upholding its principles.

Review

This policy will be reviewed annually by the Board of Trustees to ensure it remains appropriate and effective.