



## Equal Opportunities and Diversity Policy Statement

The National Youth Jazz Orchestra (NYJO) is committed to the principles of equality of opportunity and recognises the social and cultural diversity in which it operates. We seek to promote equality, and respect the dignity of all staff and those individuals to whom it provides services. This means we are committed to ensuring no participant, volunteer, job applicant or employee or anyone working for or on behalf of NYJO in a paid or unpaid capacity will receive less favourable treatment on the grounds of:

- Age
- Disability/learning difficulties
- Ethnic origin
- Gender
- Marital status or domestic responsibilities
- Religion or belief
- Sexual orientation
- Socio-economic background
- Transgender
- Health (including mental health)

NYJO will ensure there is open access for all those who wish to participate and that they are treated fairly. We will do everything in our power to eliminate barriers that discriminate against particular groups, and give clear guidance to individuals working within NYJO as employees or volunteers, musicians (students), and anyone working for or on behalf of NYJO in a paid or unpaid capacity.

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