



## **The Gesualdo Six Charity Equality, Diversity & Inclusion Policy**

### **Introduction**

The objects of The Gesualdo Six (“the Charity”) are to promote and advance education of the public in the art, science, and history of the musical arts in particular but not exclusively by:

- the presentation of concerts and recordings;
- commissioning new works;
- providing education projects for people of all ages;
- and in such other ways as the Trustees shall agree.

### **Overview**

The Gesualdo Six (including its Board of Trustees and all staff) is committed to the promotion of equality of opportunity and to creating and sustaining an environment that values and celebrates diversity and inclusion. These principles guide the Charity in the way it operates as an organisation, and in the way it interacts with different people and groups who may come into contact with our charity, including:

- Children and young people, and their families.
- Volunteers, freelance teachers and conductors, and other service providers.
- Other organisations and individuals, such as contractors, sponsors, advertisers, visiting artists and the people from whom we may commission works.

This policy should be read in conjunction with the Charity’s other policies and guidance and particularly those relating to:

- Safeguarding and Child Protection

### **Aims of this Policy**

The Gesualdo Six aims to:

- provide and promote equality of opportunity and equitable treatment for everyone.
- ensure the Charity treats everyone fairly, and does not unlawfully discriminate against anyone on the basis of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race (including colour, nationality, and ethnic or national origin), religion or belief, sex, or engage in any other conduct prohibited under the Equality Act 2010.
- make the Charity accessible and inclusive by recognising and removing barriers to entry to support this policy.



- encourage, celebrate, and value diversity and inclusion.
- ensure that every person who comes into contact with the Charity feels respected and equally welcome and able to give their best.

### **Equality and non-discrimination**

The Gesualdo Six will promote equality of access to concerts and workshops hosted by the ensemble.

The Gesualdo Six will take effective and appropriate measures, consistent with its charitable objectives and subject to its legal and safeguarding responsibilities, to make sure that no one receives less favourable treatment or is disadvantaged by any of the characteristics set out in the section “Aims of this Policy” above. *These measures may include, depending on the Trustee’s assessment of need at any given time, making available additional support at workshops through specially trained personnel, and investment in suitable training for relevant staff.*

The Gesualdo Six will make appropriate adjustments to activities and related arrangements to enhance access by people who may be at risk of discrimination or disadvantage.

The Gesualdo Six will monitor the effectiveness of these adjustments in practice and make further adjustments or provisions as needed.

The Gesualdo Six will seek to attract members, employees, volunteers and Trustees from diverse backgrounds, supported by positive action to achieve this aim.

### **Recognising and removing barriers**

The Gesualdo Six recognises that there may be a range of barriers that could stop individuals accessing its activities or feeling included in them. These barriers may not always be obvious or visible and could be physical, practical, financial, religious or cultural. The Charity will work proactively to identify any such barriers and we will take reasonable measures to address them.

The Gesualdo Six recognises the importance of flexibility and reasonable accommodation for individual circumstances in its approach to assessing attendance and eligibility for participation in musical events and opportunities. The Gesualdo Six will proactively seek further ways to enhance the accessibility of its activities to people for whom English is not a first language, people living with disabilities, and people with neurological differences.

### **Inclusion and respect**

The Gesualdo Six will:



- treat everyone in a respectful manner and ensure they are made to feel equally welcome and included in all activities.
- provide an environment in which the contribution and needs of everyone are fully valued and recognised.

All members, staff, contractors, volunteers, supporters, and those representing the Charity are expected to treat each other with respect and dignity and ensure activities are welcoming and inclusive for all.

The Gesualdo Six will not tolerate inappropriate, violent or abusive behaviour, “hate speech” or otherwise offensive and inflammatory remarks and behaviour - these have no place in the Charity and are entirely contrary to its values. To the extent that children or young people are involved, they will be addressed as a safeguarding issue under The Gesualdo Six’s Safeguarding and Child Protection Policy. The Gesualdo Six’s staff, volunteers and Trustees are made aware of their duties and responsibilities in the event that such behaviour is observed or encountered.

### **Responsibilities**

The Gesualdo Six’s Trustees are responsible for monitoring the implementation of this policy and for keeping it up to date. Equality, Diversity and Inclusion shall be a standing item at all ordinary meetings of the Trustees.

### **Suggestions, concerns or complaints**

The Gesualdo Six welcomes suggestions as to how it may be able to improve the accessibility of the charity and associated activities to all people, and practical ways that the Charity can work to reduce and remove barriers to access. These can be raised with the The Gesualdo Six Chair of Trustees, or indeed any of the board.

The Gesualdo Six’s approach to dealing with any concerns about discrimination, harassment, or victimisation, including any issues raised by way of a formal complaint, is as set out in the separate “Complaints Policy”, available via The Gesualdo Six website.

### **Publication**

This policy is available on request and will be made available on The Gesualdo Six website. It has been communicated to all staff. All volunteers are made aware of this policy and how to access it.

**Adoption and review**

This policy has been adopted by the Trustees on 19 February 2026 and will be reviewed annually.