

CODA MUSIC ACADEMY

80 Buttermarket Street, Warrington, WA1 2NN

Equal Opportunities Policy

Last Reviewed: January 2026

Next Review Due: January 2027

1. Introduction

CODA Music Academy is committed to creating an inclusive, equitable, and respectful environment for all learners, staff, tutors, volunteers, and community members. We value diversity in all its forms and recognise that inclusion is essential to creativity, wellbeing, and effective learning.

2. Scope

This policy applies to all students (including children and adult learners), staff, tutors, volunteers, contractors, applicants, and anyone involved in CODA Music Academy activities, both on-site and online.

3. Legal Framework

This policy adheres to the Equality Act 2010 and associated UK legislation. Discrimination is unlawful on the basis of protected characteristics including age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex, and sexual orientation.

4. Our Commitments

CODA Music Academy is committed to fair treatment, equal access through reasonable adjustments, and fostering an inclusive culture where individuals feel safe, welcomed, and valued.

5. Preventing Discrimination and Harassment

All staff and tutors must uphold this policy, avoid discriminatory behaviour, respect individual identities, and report any concerns to the Designated Safeguarding Lead (DSL) or senior management.

6. Equality in Music Education

We actively challenge stereotypes, accommodate diverse learning needs, ensure culturally representative teaching materials, and value lived experience alongside formal training or ability.

7. Reasonable Adjustments

Reasonable adjustments may include modified teaching approaches, accessible spaces, alternative lesson formats, assistive materials, or sensory-friendly sessions. Adjustments are discussed collaboratively and documented appropriately.

8. Complaints and Reporting

Concerns regarding discrimination may be reported to senior staff or the DSL. All complaints are investigated fairly, promptly, and sensitively, with actions taken proportionate to severity.

9. Recruitment and Staffing

CODA Music Academy recruits and appoints staff based on merit, values, and alignment with our mission. We do not discriminate and seek to reduce bias through inclusive recruitment practices.

10. Monitoring and Review

This policy is reviewed annually. We monitor accessibility, recruitment practices, and feedback to identify and address inequality.

Declaration of Understanding and Agreement

By engaging with CODA Music Academy, all individuals agree to uphold the principles outlined in this Equal Opportunities Policy.