

HELIX MUSIC

Registered charity number:1213628

Equality, Diversity, and Inclusion Policy

Purpose

The purpose of this Equality, Diversity, and Inclusion (EDI) Policy is to promote an environment where all individuals, regardless of background, identity, or circumstance, feel respected, valued, and able to participate fully in the activities of HELIX MUSIC. We are committed to fostering a culture of equality, diversity, and inclusion in all aspects of our work.

Scope

This policy applies to all employees, performers, volunteers, contractors, and anyone else working with or representing HELIX MUSIC.

Policy Statement

HELIX MUSIC is committed to creating an inclusive and diverse environment that reflects the communities we serve and supports individuals from all backgrounds. We believe that diversity enhances creativity, performance, and the overall experience of our productions. We will ensure that our practices and policies are free from discrimination and bias.

Key Principles

1. **Equality:** We are committed to ensuring equal treatment and opportunities for everyone involved with HELIX MUSIC, regardless of race, ethnicity, gender, age, sexual orientation, disability, religion, belief, or socio-economic background.
2. **Diversity:** We embrace diversity in all its forms and actively seek to reflect this in our staff, performers, and audiences. Diversity enriches our work and provides a broader, more inclusive perspective.
3. **Inclusion:** We are committed to fostering an inclusive environment where everyone feels welcome, respected, and supported. All individuals should feel safe to express themselves and contribute to the success of our company.

Commitments

- **Recruitment and Selection:** HELIX MUSIC will ensure that recruitment and selection processes are fair and based on merit, and that there are no barriers to participation for any group or individual.
- **Training and Awareness:** We will provide ongoing training for staff, performers, and volunteers to ensure they understand and implement the principles of equality, diversity, and inclusion in their work.
- **Supportive Environment:** We will provide reasonable adjustments for individuals with disabilities and actively support underrepresented groups to thrive in the company.
- **Accountability:** All staff and volunteers are responsible for promoting and maintaining a culture of respect and inclusion. Discrimination, harassment, or bullying of any kind will not be tolerated.

Reporting Concerns

If any individual feels that they have experienced discrimination, harassment, or exclusion, they are encouraged to report the issue to HELIX MUSIC's designated Equality and Diversity Officer or senior management. All complaints will be handled in a confidential, sensitive, and timely manner.

Policy Review

This policy will be reviewed regularly to ensure it remains effective and relevant to the needs of the company and the individuals involved. Any necessary updates will be made to strengthen the company's commitment to equality, diversity, and inclusion.

By adhering to this policy, HELIX MUSIC seeks to provide an environment where all individuals can thrive, contribute their talents, and participate in our productions in a fair, respectful, and inclusive atmosphere.

November 2025