



## EQUAL OPPORTUNITIES POLICY

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## 1. STATEMENT OF INTENT

Music at Paxton is committed to equal opportunities policy and practice, and opposes all forms of unlawful and unfair discrimination, whether direct, or by association and/or perception. In compliance with the Equality Act 2010 <sup>1</sup>, Music at Paxton will present itself as an accessible and inclusive organisation, ensuring that all stakeholders, both actual and potential, are treated in a fair and equitable manner.

The equal opportunities policy will be implemented across all areas of Music at Paxton's activities:

- The employment of staff (both paid and voluntary), artists and other suppliers
- The appointment of members to its Board of Directors.
- All dealings with members of the public

The Board of Directors is cognisant of current legislation concerning the above, and the responsibility for implementation of this policy resides with the Chairman of the Board.

### Legislation

[Equality Act 2010](#)    [Equality Act 2010 \(Specific Duties\) \(Scotland\) Regulations 2012](#)

The policy will be reviewed **October 2022**

## 2. BOARD OF DIRECTORS

Music at Paxton will aim to ensure that the Board of Directors is representative of the local community and users which it serves. Many of its current members have direct experience – through family and workplace – of caring for people with disabilities and their level of awareness in this aspect is therefore high. The Board of Directors will be responsible for ensuring that the equal opportunities policy is properly implemented, monitored and reviewed.

## 3. STAFFING

It is our intention to provide employment based solely on merit, and we aim to always recruit and select staff and volunteers without reference to irrelevant characteristics such as:

- Gender
- Ethnicity (including colour, ethnic or national origin or race)
- Disability
- Age
- Sexual orientation
- Marital or civil partnership status
- Pregnancy or maternity
- Gender reassignment
- Religious or political beliefs (or lack thereof)
- Socio-economic background
- Family circumstances

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<sup>1</sup> <https://www.legislation.gov.uk/ukpga/2010/15/contents>

All employees, volunteers, artists and other suppliers, whether paid or unpaid, part time, full time or temporary, will be treated fairly and equally, in an environment which promotes respect and challenges discriminatory behaviour, attitudes or practices whenever they occur.

#### 4. THE PUBLIC

Music at Paxton is committed to reaching out to as wide a range of public as possible. In order to achieve this, we will take steps to remove barriers which prevent potential stakeholders from having equal access to Music at Paxton's activities.

The venue is fully accessible to disabled people and, in partnership with Paxton House, we are committed to doing everything possible to enable disabled visitors and those with mobility issues to enjoy our events:

- Lift access to the first floor of the House where the main rooms used by the Festival (the Main Entrance Hall, Dining Room, Drawing Room, Library, and Picture Gallery) are situated
- Separate lift access up to the Hayloft Gallery where we host hospitality events
- The Marquee (which houses the Festival 'Hub' and on-site box office), Courtyard, Tearoom and Gift Shop are all accessible by wheelchair
- A wheelchair is available for tours of the house and/or grounds

We are conscious of hidden disabilities such as hearing and sight impairment and do our utmost to ensure that audience members with such disabilities are given priority when arranging seating, with unobstructed access to the stage. Paxton House also offers 'hands on' tours for people who are blind or partially sighted, where furnishings and fabrics can be touched, and the Picture Gallery has an induction loop in place for people who are deaf or have hearing loss. We ask visitors to inform us in advance of any special access or other requirements, in order that we can be ready to welcome and assist people with disabilities.

Where possible, we try to ensure that the design or publicity material takes account of the needs of disabled users in terms of print, format and information access.

Every effort is made to reach out into the community to encourage and enable people from under-represented groups to engage. Our partnership with Live Music Now Scotland takes many of our performers into community settings – care homes and residential centres for the elderly and disabled; our annual family concert in partnership with Kelso Music Society offers younger audiences the opportunity to experience live classical music; and the current project includes informal concerts for toddlers and pre-school children in the Festival Hub.

For those experiencing a financial barrier, Music at Paxton presents free taster concerts in the months leading up to the Festival. During the Festival itself, we make our weekend afternoon family event free of charge to young people; and we offer concessions to those people who are registered unemployed, under 18 or in full time education, as well as disabled people and their carers.

We continue to consult with individuals, community organisations and local businesses in Paxton village, the communities of the Borders, and the nearby town of Berwick-upon-Tweed, in order to encourage local residents to engage with the festival. In the longer term, we intend to develop a wider Outreach and Audience Development Strategy.

The Board will be kept apprised by the Manager of developments in legislation by regular checking of websites such as Creative Scotland<sup>2</sup> and Scottish Council for Voluntary Arts<sup>3</sup>.

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<sup>2</sup> <https://www.creativescotland.com/>

<sup>3</sup> <https://www.voluntaryarts.org/>

## Associated documents

Filming Release Form  
Privacy Notice  
Risk Assessment (events)  
Safeguarding Policy

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## VERSION HISTORY

Version	Date	Change	Initials
1	10/2016	---	EM
2	10/2020	Links to legislation Associated documents Policy review date	EM