



## EQUITY, DIVERSITY & INCLUSION POLICY

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## 1. STATEMENT OF INTENT

Music at Paxton is committed to EDI 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 EDI 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 trustees and other members to its Board.
- All dealings with members of the public

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

### Legislation

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

## 2. BOARD OF TRUSTEES

Music at Paxton will aim to ensure that the Board of Trustees is representative of the local community and users which it serves. The Board will be responsible for ensuring that the EDI 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

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.

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

#### 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 is provided to the first floor of the House where the main venue used by the Festival (the Picture Gallery) is situated
- Separate lift access is available to the Hayloft Gallery, where we may occasionally locate hospitality
- The Marquee, 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 of 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 offers younger audiences the opportunity to experience live classical music; and the current programming includes informal song and storytelling sessions for toddlers and family friendly concerts, both in the Marquee.

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 offer concessions to those people who are registered unemployed, under 18 or in full time education, as well as disabled people and their carers, with concessions for some events available free of charge.

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. Since 2024 we have run an annual project in Duns Primary School to provide a participative live music experience for local children.

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 Organisations<sup>3</sup>.

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

<sup>3</sup> <https://scvo.scot>

## Associated documents

Filming Release Form  
Privacy Notice  
Risk Assessment (events)  
Safeguarding Policy  
Sustainability 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
3	10/2020	Associated documents Policy review date	EM
4	4/2025	Title of document updated to EDI Text updated to replace ref to Directors with Trustees Text updated to reflect current programming & pricing structures Footnote updated to include SCVO Policy review date updated	SS