

Equal Opportunity Policy

Policy Statement

Oxford Contemporary Music (OCM) recognises that in our society groups and individuals have been, and continue to be, discriminated against on the basis of race, colour, national origins, culture, gender, marital or parental status, disability, class, sexual orientation, age, political or religious beliefs. OCM is committed to counteracting this by the promotion of equal opportunities in all aspects of its operation, including programming, marketing, recruitment, and staff development.

OCM acknowledges that discrimination is illegal under the provisions of the Race Relations Act 1976, the Sex Discrimination Act 1975 amended 1986, the Equal Pay Act 1970, the Rehabilitation of Offenders Act 1974, the Disabled Persons (Employment) Acts of 1958 and 1994 and the Disability Discrimination Act of 1995.

Objectives

OCM has clearly stated aims and objectives from which this policy derives:

1. To achieve the highest possible standards for the promotion of a diverse range of contemporary and twentieth century musics, including commissioning new work.
2. To reach the widest possible audience.
3. To operate within prudent financial limits and attract sufficient income to ensure the long-term development and stability of the organisation.
4. To provide the administrative staff, base and equipment to achieve the above.

Within these objectives, through its Equal Opportunities policy, OCM will endeavour to ensure the implementation of the best possible equal opportunities practice, including:

Programming & Commissioning

- seeking diversity in programming and commissioning;
- presenting a cultural context for each musical performance;
- broadening and deepening appreciation of each musical event through appropriate publicity, programme notes, talks, and contextualising activities;
- providing, or encouraging others to provide, physical access to performance and rehearsal venues;
- using venues appropriate to the musical performance that meet the needs of both audiences and performers.

Marketing and Audience Development

- making its work known and available to the widest possible audience;
- providing information on access to venues and in booking;
- making promotional information available in large print;
- setting up projects with less advantaged members of the community in partnership with local agencies and groups.

Employment

- OCM will work to ensure that no employee or job applicant is placed at a disadvantage by reason of race, colour, national origins, culture, gender, marital or parental status, disability, class, sexual orientation, age, political or religious beliefs, or by requirements or conditions which cannot be shown to be justifiable on other grounds.
- OCM will, when and where appropriate, give employees dedicated training and encouragement to achieve equal opportunity within the organisation.
- OCM will assess each individual according to their ability to carry out a given job, project or activity.

A GENERAL STATEMENT ON EQUAL OPPORTUNITIES

OCM acknowledges the adoption of an equal opportunities policy in the following statement.

Oxford Contemporary Music actively strives towards equal opportunities for all regardless of age, belief, disability, gender, sexuality and race and seeks to make its work available to the widest possible audience.

A NOTE TO APPEAR ON PROMOTIONAL LITERATURE

If you require further information, or assistance when attending our concerts, or know someone who does, please get in touch with us. We will be pleased to help in any way we can.