

MPA EQUALITY & DIVERSITY POLICY 2012

The MPA recognises and values diversity and difference. The MPA is committed to eliminating unlawful discrimination and promoting equality of opportunity for all employees, existing and potential Board and committee members, music publisher members, and the providers of services to the Association.

We take seriously our obligations under all relevant legislation and we will:

- not discriminate on the grounds of gender, marital or civil partnership status, pregnancy, maternity or paternity, race, ethnic origin, colour, nationality, national origin, disability, sexual orientation, religion or belief, age, or any other point of difference;
- create an environment in which individual differences and the contributions of all our employees, Board and committee members, and music publisher members are recognised and valued;
- encourage diversity amongst our employees, Board and committee members, and music publisher members so we will be truly representative of all sections of society;
- promote equality and fairness for all in our employment whether part-time, full-time or temporary;
- aim to ensure that no job applicant receives less favourable treatment on the grounds of gender, marital or civil partnership status, pregnancy, maternity or paternity, race, ethnic origin, colour, nationality, national origin, disability, sexual orientation, religion or belief, age, or any other point of difference;
- oppose all forms of unlawful and unfair discrimination and ensure that no form of intimidation, bullying or harassment in and around the workplace will be tolerated; and
- ensure selection for promotion or training or any other benefit will be on the basis of aptitude and ability and will be equally available to all staff.

Breaches of the MPA Equality and Diversity Policy will be regarded as misconduct and could lead to disciplinary proceedings. The MPA will treat seriously all complaints of unlawful discrimination made by employees, Board members and committee members, and will take action where appropriate.

Ultimate responsibility for implementing the Policy rests with the Chief Executive of the MPA. However, all employees and Board and committee members are expected to pay due regard to the provisions of this Policy and are responsible for ensuring compliance with it.

The policy will be monitored and reviewed annually.

Date: March 2012