



The British Suzuki Music Association Equality, Diversity and Inclusion Policy

Date of last review: October 2025

Statement

The BSMA believes in equality, diversity and inclusion (EDI) both as a Charity and as a method of teaching music to children. While we recognise that EDI are inherent to the Suzuki Method and the philosophy that 'Every child can', as a Charity we are committed to ensuring that all aspects of EDI are respected, nurtured, encouraged and monitored by the Board of Trustees, teachers, trainees, families and students that are part of The BSMA.

We believe that equality, diversity and inclusion are fundamental to our mission as well as integral to our growth. Our vision is to have an inclusive organisational culture and a community that is diverse, promotes positivity and instils a can-do attitude in everyone, irrespective of gender, gender identity, race, religion, age, sexual orientation, physical ability, educational needs, socio-economic background and nationality.

Our Aims

- The BSMA is dedicated to encouraging a supportive and inclusive culture amongst the whole community.
- The BSMA believes that it is in the interests of the Charity and its community to promote diversity and eliminate discrimination on any ground.
- We oppose all forms of unfair and unlawful discrimination.
- All employees, teachers, teacher trainees and students will be treated fairly and with respect. When British Suzuki selects employees or teachers for employment, promotion, training, opportunities or any other benefit it will be on the basis of their aptitude and ability.
- All employees, teachers and students will be given help and encouragement to develop their full potential and utilise their unique talents. The richness and resources of our Charity depend on the diverse skills and approaches of our entire community.
- As a Charity we aim to increase the diversity of our trainees and in turn also of the students that enrolled with individual teachers.

Our Commitments

The BSMA is committed to:

- creating a work environment in which individual differences and the contributions of all team members are recognised and valued
- promoting dignity and respect for every member of our community
- not tolerating any form of intimidation, bullying or harassment
- encouraging anyone who feels they have been subject to discrimination to raise their concerns with the Board of Trustees

Practical Action on Equality, Diversity and Inclusion

- The BSMA will inform the community that its equality, diversity and inclusion policy is in operation and that the community as a whole is asked to comply with its requirements. The policy will also be drawn to the attention of stakeholders, job applicants, prospective trainees and new families.

- The BSMA will ensure that EDI is included in the core curriculum of teacher training. · The BSMA pledges to offer regular webinars/seminars/workshops to the whole community on EDI · The BSMA will continue to look at all ways of making its Board, its teaching and student bodies more diverse.
- Our policy will be monitored and reviewed annually to ensure that equality, diversity and inclusion are continually promoted.

September 2021