

City of London Sinfonia Equal Opportunities Policy

- City of London Sinfonia endeavours to provide equality of opportunity in all areas of its activities, and to ensure that everyone working for the organisation (Board members, administrative staff, players and volunteers) is fully aware of the importance of this issue.
- To this end, CLS publicly advertises all administrative posts, and ensures that appointments to all positions within the Organisation (whether Board members, administrative staff or musicians) are made to the most suitable candidate for the post, irrespective of gender, race, nationality or ethnic origin, religion, disability, marital status, age or sexual orientation.
- CLS promotes the music of high quality composers which has included the music of women composers Roxanna Panufnik, Tansy Davies, Judith Weir and Priti Paintal, and the appointment of Diana Burrell as its first Composer-in-Association (1995-1997).
- CLS runs a highly acclaimed Outreach Programme as an integral part of its activities. Through this pioneering programme, *Meet the Music*, CLS musicians work with a wide range of community groups including children and young people in mainstream and special needs education, adults with disabilities, members of amateur orchestras, parent and toddler groups, patients in hospitals and residents of prisons, homes and hospices. Cross-artform and intercultural projects form an important part of this programme.
- All musicians involved in *Meet the Music* attend CLS's ongoing 'Player Development Programme'. The aim of this Programme is to enable them to learn and develop the skills necessary to meet current and future demands of ECP activities and the wide range of client-groups with which CLS works.
- The Orchestra is committed to training, and every member of the management/ administration team has the opportunity to attend at least one training course each year.
- CLS strives to achieve equality of opportunity in the context of access to information. The Orchestra circulates details of all its activities as widely as possible, gives details of disabled access at the many concert venues in which it appears, and provides the name of an informed member of CLS staff who can be contacted (by telephone or in writing) for further details on disabled access. Programmes are frequently produced in large-print format for the partially-sighted, and we endeavour to introduce music programmes from the stage where relevant.
- The management of the Orchestra is carried out in as open a manner as possible, and all members of staff are kept informed of the progress of the organisation whether in Artistic, Marketing or Financial terms. CLS believes that the high level of staff commitment and efficiency is achieved through this policy of sharing information and ideas on the future development of the Orchestra.