



# Equality, Diversity & Inclusion Statement

## **Contents:**

- Scope & Application
- Legal Framework
- Our Commitments
- Vision for the Music Industry
- Our Practice
- Implementation, Outcomes and Monitoring
- Roles & Responsibilities
- Our Culture of Conversation & Feedback

## **1. This policy applies to all Tinderbox staff, collaborators, volunteers, freelancers and anyone representing the organisation.**

Tinderbox was created to support musicians in an industry that has historically failed to protect their wellbeing. Our programme provides tools for sustainable, independent, and creatively fulfilling careers.

We believe music should be a meritocracy—open to anyone with the passion and talent, not just those with the finances, background, or connections. By actively promoting equity, diversity, and inclusion, we move closer to this vision.

## **2. Legal Framework**

Tinderbox's Equality, Diversity & Inclusion commitments are underpinned by UK law. We comply with, and aim to go beyond the minimum legal requirements set out in the following key legislation:

### **The Equality Act 2010**

The primary legislation covering discrimination in the UK. It protects individuals from unfair treatment on the basis of nine protected characteristics: age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex, and sexual orientation.

### **The Human Rights Act 1998**

Incorporates the European Convention on Human Rights into UK law, ensuring basic rights and freedoms such as freedom of expression, respect for privacy, and protection from discrimination.

### **The Employment Rights Act 1996**

Establishes the rights of workers and employees, including protection from unfair dismissal and rights related to workplace equality.

### **The Public Sector Equality Duty (part of the Equality Act 2010)**

Although not all arts organisations fall under this duty, we align ourselves with its spirit: to eliminate discrimination, advance equality of opportunity, and foster good relations between different groups.

**United Nations Convention on the Rights of Persons with Disabilities (UN CRPD)** Ratified by the UK in 2009, the UN CRPD affirms that persons with disabilities must enjoy all human rights and fundamental freedoms on an equal basis. It promotes dignity, autonomy, full inclusion and participation in society, accessibility, and equality of opportunity.

## **3. Our Commitments**

Tinderbox is committed to promoting equity, diversity, and inclusion (EDI) across all areas of our work, and within the wider music industry.

This policy applies to all individuals involved in Tinderbox—artists, collaborators, employees, partners, and volunteers. It is supported at the highest level by our Directors, who are responsible for its implementation and promotion.

**We speak out against all forms of discrimination, including on the grounds of:**

- Age
- Disability (including visible and invisible conditions)
- Gender identity and gender expression
- Marital or civil partnership status
- Pregnancy and maternity
- Race and ethnicity
- Religion or belief
- Sex
- Sexual orientation
- Socio-economic background

**We also affirm the right of trans and non-binary people to self-identify,** and our commitment to ensuring their inclusion, safety, and dignity.

**We affirm the rights of trans and non-binary individuals** to self-identify and will respect and support those identities in all our interactions and documentation.

**We recognise that disability is not just a medical issue but also a matter of access and rights.** We commit to providing accessible environments, platforms, and communications.

**We recognise that racism is deeply embedded in the history and systems of the music industry and broader society, and we are committed to challenging it wherever it appears.** Being "not racist" is not enough. We aim to be actively anti-racist in our values, decisions, and practices.

## **We commit to:**

- Listening to and amplifying the voices of Black artists and artists of colour
- Recognising and addressing the specific barriers faced by people from racially marginalised communities
- Ensuring our programmes, partnerships, and leadership reflect racial diversity
- Creating spaces where racism is not tolerated and where it is safe to call it out
- Educating ourselves continuously, acknowledging where we fall short, and striving to do better

**Anti-racism is not a one-off statement or a box to tick—it's a long-term commitment.** We are learning, unlearning, and taking action to help build a more just and equitable music industry for all.

## **4. Our Vision for the Music Industry**

We aim to help create a music industry that:

- Reflects the diversity of our society
- Makes opportunity accessible to all
- Functions as a true meritocracy, valuing competence, potential and creativity
- Enables musicians to thrive free from discrimination, harassment, or victimisation
- Listens to and incorporates the needs and lived experiences of individuals
- Celebrates difference and actively includes marginalised voices
- Encourages shared responsibility for EDI principles across the sector

## 5. Our Practice

To bring this vision to life, we commit to:

- Working with a diverse range of artists, collaborators and professionals
- Fostering a culture of sincerity, openness and respect—where everyone feels their voice is valued
- Embedding EDI in our work and promoting it through our programmes, workshops, events, and communications

## 6. Implementation and Action, Measurable Outcomes or Monitoring

We will:

- Keep communication open with our artists and community, encouraging feedback and questions—especially from applicants
- Treat feedback as a vital learning tool: listen, analyse, act, and evaluate
- Collaborate with organisations that share our values and commitment to inclusion
- Seek regular training and guidance from trusted experts to strengthen our knowledge
- Prioritise the wellbeing and mental health of musicians in all decisions
- Regularly assess how we can do more to support and uplift our community
- Review our EDI efforts annually and be transparent about our progress

## 7. Roles and Responsibilities

- **Tinderbox Directors** are responsible for the ongoing implementation and evolution of this policy

- Directors will ensure that all collaborators, partners, and staff are aware of and aligned with our values
- Directors aim to lead by example—challenging prejudice, standing up against inequality, and advocating for a fairer music industry

## **8. Our Culture of Conversation and Feedback**

We value open dialogue and diverse opinions. While differences can sometimes create tension, we believe they also foster growth—if expressed with empathy and respect.

By encouraging honest, informed, and kind conversations, we move toward an industry that is not only inclusive, but united.