

Open Sound Community CIC

Community Interest Company registered in England and Wales, company number 17031590

Equity, Diversity and Inclusion Policy

Version	1.1
Replaces	Version 1.0, approved 2 March 2026
Approved by the directors	22 October 2026
Next review	22 October 2027

Purpose

Creative opportunities should not depend on someone's background, income or circumstances. This policy sets out how we make our programmes fair, accessible and welcoming for young people aged 16 to 25, and how we hold ourselves to account.

Equity, not just equality

Equality means treating everyone the same. Equity means recognising that some people need more support to get the same opportunity. We aim for equity: we put extra support in place where it is needed so that everyone can take part fully.

The law

We follow the Equality Act 2010 and will not discriminate against anyone because of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex, or sexual orientation.

Access to our programmes

- Our core programmes are free to participants. We provide all equipment, so cost is never a barrier to taking part.
- We prioritise young people who face barriers, including those not in education, employment or training, those on low incomes, and those experiencing poor wellbeing or isolation.
- We keep eligibility simple and explain clearly how places are offered.
- We make reasonable adjustments for disabled and neurodivergent participants, and ask everyone at registration what would help them take part.
- We look for venues that are accessible and easy to reach by public transport, and cover travel costs where funding allows.

Inclusive sessions

- We set clear expectations of respect with every group at the start of each programme.

- We challenge discriminatory language or behaviour straight away.
- Facilitators make sure every participant has equal time on the equipment and a chance to be heard.
- We respect participants' names and pronouns.

Music and culture

DJ culture grew out of Black, Latino, LGBTQ+ and working-class communities. We teach that history, respect the cultural roots of the genres participants play, and welcome every style young people bring.

Youth voice

Young people help shape our work. We ask for their views before, during and after each programme, act on what they tell us, and report back on what changed.

Our team

- We encourage applications from people of all backgrounds, including people with lived experience of the barriers our participants face.
- We recruit fairly, on skills, experience and commitment to our values.
- We pay everyone who works for us at least the Real Living Wage.

Monitoring and improvement

- We collect optional equality monitoring information with consent, and report it only in anonymised form.
- We review who takes part and who completes each programme, to spot groups we are not reaching.
- We act on feedback from participants, parents and carers, and partners.

Raising a concern

Anyone who feels they have been treated unfairly can raise it under our Complaints Procedure. We take every complaint about discrimination seriously.

Review

We review this policy every year, and sooner if our activities change, the law changes, or monitoring shows we need to.

Approval

Approved by the directors of Open Sound Community CIC on 22 October 2026: Kazim Adebola Ajao and Richard Tandoh.