

Equal Opportunities Policy for Teacher Recruitment

1. Policy Statement

Musical Mayhem is committed to providing equal opportunities in employment and creating an inclusive, supportive environment for all staff. We aim to ensure that every individual, regardless of personal characteristics or background, has fair access to employment and career development. Discrimination, harassment, or bias in any form will not be tolerated in our recruitment, selection, or employment processes.

2. Scope

This policy applies to all aspects of teacher recruitment, selection, hiring, training, promotion, and professional development at Musical Mayhem.

3. Equal Opportunities Commitment

Musical Mayhem will ensure that:

- All teacher vacancies are advertised openly and fairly.
- Recruitment and selection decisions are based solely on merit, qualifications, experience, and suitability for the role.

No applicant or employee is treated less favorably on the grounds of:

- Age
- Disability
- Gender identity or expression
- Marital or civil partnership status



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- Pregnancy or maternity
- Race, colour, nationality, or ethnic origin
- Religion or belief
- Sexual orientation

Any other protected characteristic under applicable law

4. Recruitment Practices

- Job descriptions and person specifications will focus on essential skills and experience required for the role.
 - Selection criteria and interview questions will be standardised to ensure fairness.
 - All candidates will have equal access to support or reasonable adjustments during the recruitment process.
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5. Training and Awareness

All staff involved in recruitment and hiring will receive training on equal opportunities, unconscious bias, and inclusive practices to ensure fair treatment of all candidates.

6. Monitoring and Review

Musical Mayhem will monitor recruitment practices and outcomes to ensure fairness and compliance with this policy. This policy will be reviewed regularly and updated as needed to reflect changes in legislation or best practices.



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7. Reporting and Accountability

Any employee or candidate who believes they have been subjected to unfair treatment or discrimination should report it immediately to management. Reports will be treated confidentially, investigated thoroughly, and addressed promptly.

Policy Adopted On: 04/02/2026
Policy Review Date: 01/09/2027

Signed:

Lyndsey Rogerson, Executive Director of Musical Mayhem London CIC

