



Aims

At JPS we aim to have an atmosphere of friendship, respect and care for each other. In particular, we aim to treat everyone equally, regardless of their age, disability, gender reassignment, marriage or civil partnership, pregnancy or maternity, race, religion or belief, sex, or sexual orientation

Accessibility

We don't have access for wheelchair users due to stairs and no lift.

Diversity

We aim to meet the needs of a wide variety of people.

JPS should be open to new ideas, and particularly prioritise opportunities for musician's to share their cultural heritage with one another.

Inclusion and respect

Every musician at JPS studios should be made to feel equally welcome and included.

Sexist, racist, homophobic, transphobic or otherwise offensive and inflammatory remarks and behaviour are not acceptable. These constitute harassment, and have no place within the studio.

Dealing with discrimination and harassment

If any person feels they have been discriminated against or harassed at JPS then they should raise this with the JPS.

JPS will investigate the complaint, listening to all involved. (If the complaint is against a member of staff, that member will not be part of conducting the investigation).

If the complaint is against a particular individual, this person will have the opportunity to express their point of view, accompanied by a friend. The person making the complaint will also have this opportunity.

If the complaint is against JPS as a whole, then JPS must work to ensure that such discrimination is not repeated in the future, and must inform the clients of how they propose to do this.

Any decision to exclude a person from JPS due to discriminatory or harassing behaviour will be made with reference to due care and diligence. JPS will support people who feel they have been harassed or discriminated against, and will not victimise or treat them less well because they have raised this.

