Green Room Place (GRP) Equal Opportunities Policy

Updated & Approved by Company Directors and Qualified Pastoral Staff on November 20th, 2026

GREEN ROOM PLACE LTD. (GRP)

Green Room Music Summer Camp (GRMSC)

2027 Residential Programme

Venue: Stamford School, Stamford, Lincolnshire, England

Programme Dates: 19-23 July 2027

Policy Updated: 20 November 2026

Policy Status: Approved

Approved By: Green Room Place Ltd. Company Directors and Senior Pastoral & Safeguarding Team

Approval Date: 20 November 2026

Effective Date: 20 November 2026

Next Scheduled Review: Before 19 July 2027, or earlier if required

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1. Policy Statement

Green Room Place Ltd. (GRP) is committed to providing an inclusive, welcoming and supportive environment in which all individuals are treated fairly, with dignity, respect and consideration.

We believe that every young person should have the opportunity to develop their musical abilities, express themselves creatively and participate in meaningful educational experiences without facing unlawful discrimination, harassment or victimisation.

Green Room Music Summer Camp (GRMSC) brings together students from different backgrounds, cultures, nationalities and levels of musical experience to participate in specialist music education and residential activities.

GRP recognises that diversity enriches the learning environment and contributes positively to the educational, social and cultural experiences of everyone involved.

We are committed to promoting equality of opportunity throughout all aspects of the programme, including admissions, education, residential accommodation, student welfare, recruitment and organised activities.

GRP is committed to:

- Treating all students, staff, contractors, volunteers and visitors fairly and respectfully.
- Preventing unlawful discrimination, harassment and victimisation.
- Promoting equality, diversity and inclusion throughout the programme.
- Providing fair and transparent admissions and recruitment procedures.
- Making reasonable adjustments for individuals with disabilities.
- Supporting students with additional educational, medical or accessibility needs.
- Encouraging an inclusive environment that respects different cultures, identities and backgrounds.
- Ensuring that students have equitable access to educational and recreational opportunities.
- Responding promptly and appropriately to concerns about discrimination or unfair treatment.
- Ensuring that all staff understand their responsibilities under this policy.

This policy operates alongside GRP's Safeguarding & Child Protection Policy, Anti-Bullying Policy, Health & Safety Policy and other relevant operational procedures.

2. Legal Framework

GRP is committed to complying with applicable equality and anti-discrimination legislation, including the Equality Act 2010.

The Equality Act 2010 identifies nine protected characteristics:

- Age.
- Disability.
- Gender reassignment.
- Marriage and civil partnership.
- Pregnancy and maternity.
- Race.
- Religion or belief.
- Sex.
- Sexual orientation.

The application of particular protections varies depending on the circumstances, including whether an individual is receiving a service or participating in an employment relationship.

For example, the Equality Act's age discrimination provisions concerning services do not generally apply to individuals under the age of 18. This does not prevent GRP from adopting broader organisational commitments to fair treatment.

GRP will also take account of relevant legislation and guidance, including:

- Equality Act 2010.
- Human Rights Act 1998, where applicable.
- Children Act 1989 and Children Act 2004, where applicable.
- UK General Data Protection Regulation (UK GDPR).
- Data Protection Act 2018.
- Relevant Equality and Human Rights Commission guidance.
- Department for Education guidance relating to safeguarding in out-of-school settings.

GRP will review relevant legal and regulatory developments before the commencement of GRMSC 2027.

3. Scope of the Policy

This policy applies to all individuals participating in or associated with GRMSC 2027, including:

- Students.
- Parents and guardians in their dealings with GRP.
- Teaching faculty and visiting lecturers.
- Teaching assistants.
- Boarding and Welfare staff.
- Company Directors and senior management.
- Employees, independent contractors and volunteers.
- Visitors and other authorised individuals.

The policy applies to all relevant GRP activities, including:

- Student enquiries and admissions.
- Course applications and auditions.
- Teaching, rehearsals and assessments.
- Residential accommodation and boarding arrangements.
- Dining and recreational activities.
- Student welfare and pastoral support.
- Performances and organised events.
- Staff recruitment and professional development.
- Communications with students and families.
- Other activities delivered under GRP's supervision.

All individuals are expected to contribute to a respectful and inclusive environment.

4. Commitment to Equal Opportunities

GRP is committed to ensuring that its services, activities and organisational practices promote equality of opportunity.

4.1 Fair and Respectful Treatment

All students, staff and visitors must be treated with dignity and respect.

Decisions relating to participation, supervision, educational opportunities and access to services must be based on relevant and justifiable considerations.

Unlawful discrimination, harassment and victimisation will not be tolerated.

4.2 Diversity and Inclusion

GRP welcomes individuals from a wide range of backgrounds and recognises the value of different cultures, experiences, identities and perspectives.

Staff will encourage an environment in which students feel comfortable expressing themselves and participating in activities.

4.3 Equal Access to Opportunities

GRP will take reasonable steps to ensure that students are able to access the educational and recreational opportunities appropriate to their chosen course.

Students must not be unfairly excluded from activities or opportunities because of a protected characteristic.

Where participation requirements apply, these must be relevant, proportionate and appropriately communicated.

4.4 Positive Learning Environment

Faculty and staff will promote constructive teaching practices that respect differences in students' abilities, experiences and learning needs.

Students will be encouraged to support one another and appreciate different musical backgrounds.

5. Student Admissions and Selection

GRP is committed to maintaining fair, transparent and consistent admissions procedures.

All applications will be considered in accordance with the published requirements of the relevant course.

5.1 General Admissions Principles

Admissions decisions will take account of:

- Published course eligibility requirements.
- Relevant musical experience or ability where required.
- Suitability for the chosen programme.
- Available places.
- The applicant's age and the residential nature of the programme.
- Relevant individual support and safeguarding requirements.

Applications must not be rejected on discriminatory grounds.

Where additional information is required to assess how a student's needs can be supported, GRP will communicate with parents or guardians appropriately.

5.2 Piano Course

The Piano Course requires applicants to demonstrate a minimum standard equivalent to ABRSM Grade 5.

Applicants will be required to provide an appropriate assessment video.

Selection decisions will be based on relevant musical criteria, including the demonstrated standard of piano playing and suitability for the course.

GRP will ensure that assessment criteria are applied fairly and consistently.

Reasonable adjustments to the application or assessment process will be considered for applicants with disabilities.

5.3 Singing Performance Course

The Singing Performance Course welcomes students with different levels of previous experience, including those without formal singing or performance training.

Applicants must submit a singing assessment video as part of the audition process.

Selection will consider relevant factors such as musical potential, suitability for the course and the ability to participate meaningfully in the programme.

Previous professional experience or formal training is not a requirement for application.

Reasonable adjustments to the audition process will be considered where necessary.

5.4 Music Theory Course

The Music Theory Course is open to students with different levels of theoretical knowledge, including those without previous formal music theory training.

Students will not be disadvantaged because of their previous educational background or lack of formal music theory qualifications.

Teaching arrangements will take account of differing levels of knowledge and learning needs.

5.5 Age Requirements

GRMSC 2027 is designed for students aged 10-17.

The age range reflects the educational structure, safeguarding arrangements and residential nature of the programme.

Any exceptions to published eligibility requirements must be considered by senior management and assessed appropriately.

5.6 Fair Assessment

GRP will ensure that auditions, assessments and admissions decisions are based on relevant criteria.

Where practicable, applicants will be provided with clear information about the requirements and expectations of their chosen course.

6. Disability, Accessibility and Reasonable Adjustments

GRP is committed to providing appropriate support for students and staff with disabilities.

We recognise that some individuals may require adjustments to participate safely, comfortably and meaningfully in the programme.

6.1 Reasonable Adjustments

GRP will consider and implement reasonable adjustments where required by law.

Adjustments may include:

- Accessible teaching or residential facilities.
- Adapted learning materials.

- Additional time or modified assessment arrangements.
- Appropriate seating or equipment.
- Adjustments to teaching activities.
- Alternative communication methods.
- Additional rest breaks.
- Individual support arrangements.
- Appropriate changes to schedules or activities.

Reasonable adjustments will be considered individually, taking account of the person's needs and the nature of the programme.

6.2 Individual Support Needs

Parents or guardians will be encouraged to inform GRP of relevant disabilities, medical conditions or additional support needs during the application or registration process.

GRP will use this information to assess and arrange appropriate support.

Where necessary, discussions may take place with parents, guardians or relevant professionals.

Information will be handled sensitively and in accordance with applicable data protection requirements.

6.3 Physical Accessibility

GRP will liaise with Stamford School regarding the accessibility of relevant facilities.

This may include:

- Teaching rooms.
- Rehearsal spaces.
- Boarding accommodation.
- Dining facilities.
- Toilets and washing facilities.
- Communal areas.
- Performance spaces.
- Emergency evacuation arrangements.

The availability and suitability of facilities will be considered before confirming relevant individual arrangements.

GRP will not assume that all areas of the venue are accessible without obtaining appropriate confirmation.

6.4 Individual Assessments

Where necessary, individual support plans or risk assessments will be prepared in consultation with relevant personnel.

The purpose of these assessments is to identify suitable measures to support participation and manage foreseeable risks, rather than to unnecessarily exclude individuals.

6.5 Limits and Alternative Arrangements

Where a requested adjustment presents practical or safety considerations, GRP will assess the circumstances carefully and explore reasonable alternatives.

Any decision that may restrict participation will be made on an individual basis, with consideration of applicable equality duties, safeguarding responsibilities and available support arrangements.

7. Equality in Teaching and Educational Activities

GRP is committed to ensuring that educational activities are delivered fairly and inclusively.

7.1 Teaching Standards

All faculty members will be expected to:

- Treat students respectfully.
- Apply educational expectations consistently.
- Recognise differing learning needs.
- Provide constructive and appropriate feedback.
- Avoid discriminatory assumptions.
- Encourage participation and confidence.
- Maintain appropriate professional boundaries.

7.2 Musical Ability and Experience

GRP recognises that students may have different levels of experience, confidence and technical ability.

Students must not be unfairly treated or humiliated because of their musical standard.

Teaching methods and educational expectations will remain appropriate to the requirements of each course.

7.3 Performance Opportunities

Where performance opportunities are available, participation and selection decisions will be based on relevant educational, artistic and practical considerations.

GRP will seek to provide fair opportunities for students to develop their confidence and experience.

7.4 Cultural and Musical Diversity

Faculty will be encouraged to recognise and respect different musical traditions, cultural experiences and approaches to learning.

Students will be encouraged to appreciate the contributions of others.

8. Residential Accommodation and Student Welfare

GRP recognises the importance of maintaining appropriate equality, privacy and safeguarding arrangements within residential accommodation.

8.1 Residential Arrangements

GRMSC 2027 will provide designated residential accommodation at Stamford School.

Accommodation arrangements will be managed by the Head of Boarding and Welfare in accordance with GRP's Health & Safety Policy and Safeguarding & Child Protection Policy.

Male and female students will be accommodated in entirely separate designated boarding areas or buildings to maintain appropriate privacy, security and safeguarding arrangements.

8.2 Individual Accommodation Needs

GRP recognises that students may have individual accommodation requirements relating to:

- Disability.
- Medical conditions.
- Religion or belief.
- Privacy and personal dignity.
- Gender identity.
- Other relevant personal circumstances.

Individual requirements will be considered sensitively and appropriately, in consultation with the student and their parent or guardian where appropriate.

Arrangements will take account of the suitability of available facilities, safeguarding considerations and applicable equality legislation.

No student should be subjected to harassment, humiliation or unnecessary disclosure of personal information in connection with their accommodation needs.

8.3 Residential Supervision

All students will be entitled to appropriate supervision, welfare support and access to relevant staff.

Supervision and support arrangements will be based on relevant student needs, safeguarding requirements and risk assessments.

8.4 Religious and Cultural Considerations

GRP will consider reasonable requests relating to religious or cultural observance, including dietary requirements, prayer or personal practices.

Where adjustments are requested, GRP will consider how they can be accommodated within the residential timetable and available facilities.

8.5 Privacy and Dignity

Students must respect the privacy and dignity of others.

Access to bedrooms, bathrooms and designated accommodation areas will be managed in accordance with GRP's residential procedures.

Students and staff must not engage in discriminatory, intrusive or humiliating behaviour.

9. International Students and Cultural Inclusion

GRP welcomes applications from students of different nationalities and cultural backgrounds.

We recognise that international students may have additional practical, linguistic or cultural needs.

9.1 Equal Treatment

International students will be treated fairly and respectfully.

Nationality, ethnicity, cultural background or country of residence must not form the basis of unjustified differential treatment.

9.2 Language Requirements

Students must have sufficient English language ability to understand relevant teaching, safety instructions and safeguarding communications.

This requirement reflects the practical and educational needs of the residential programme.

GRP will communicate relevant language expectations before enrolment.

9.3 Cultural Awareness

Staff will be encouraged to demonstrate sensitivity towards cultural differences and avoid inappropriate assumptions.

Students will be expected to respect the cultural backgrounds and personal beliefs of others.

9.4 International Travel

International students must comply with the published arrival, departure and travel arrangements.

Independent travel arrangements for eligible students aged 16-17 will be considered in accordance with GRP's relevant procedures.

All students will receive appropriate welfare support during the published residential programme.

10. Recruitment and Employment Opportunities

GRP is committed to fair and transparent recruitment and engagement practices.

This commitment applies to employees, independent contractors, teaching faculty, visiting lecturers, teaching assistants and volunteers.

10.1 Recruitment and Selection

Recruitment decisions will be based on relevant considerations, including:

- Qualifications.
- Professional experience.
- Relevant skills and competence.
- Suitability for the position.
- Safeguarding requirements.
- Ability to fulfil the responsibilities of the role.

Recruitment procedures must not involve unlawful discrimination.

10.2 Job Advertisements and Descriptions

Job advertisements and descriptions will be prepared using clear and appropriate language.

Requirements will be relevant to the position and its responsibilities.

10.3 Reasonable Adjustments

GRP will consider reasonable adjustments for applicants and staff with disabilities, including adjustments relating to interviews, selection procedures and the performance of duties.

10.4 Professional Development

Staff and faculty will be provided with relevant opportunities for training and professional development appropriate to their roles.

Decisions concerning professional opportunities will be made on fair and justifiable grounds.

10.5 Pay and Contractual Arrangements

GRP will seek to ensure that decisions concerning payment, contractual terms and responsibilities are fair, consistent with applicable law and based on relevant role requirements.

The engagement of independent contractors does not remove GRP's responsibility to consider applicable equality obligations.

10.6 Safeguarding Requirements

All recruitment and engagement arrangements involving contact with children must comply with GRP's Safeguarding & Child Protection Policy and applicable safer recruitment requirements.

Equal opportunities commitments do not remove the need for appropriate safeguarding checks and suitability assessments.

11. Discrimination, Harassment and Victimisation

GRP will not tolerate unlawful discrimination, harassment or victimisation.

11.1 Direct Discrimination

Direct discrimination generally occurs when an individual is treated less favourably because of a protected characteristic, subject to the applicable legal provisions and exceptions.

11.2 Indirect Discrimination

Indirect discrimination may occur where a policy, practice or requirement places individuals sharing a protected characteristic at a particular disadvantage and cannot be objectively justified where the law requires justification.

GRP will consider whether its procedures create unnecessary barriers to participation.

11.3 Harassment

Harassment may involve unwanted conduct that violates another person's dignity or creates an intimidating, hostile, degrading, humiliating or offensive environment, within the scope of applicable law.

GRP also prohibits inappropriate conduct that undermines the dignity or wellbeing of students or staff, even where it does not meet the legal definition of harassment.

11.4 Victimisation

Individuals must not be subjected to unlawful victimisation for raising concerns, making allegations of discrimination or supporting another person in exercising their rights under equality legislation.

GRP also prohibits retaliation against individuals who raise genuine concerns under this policy.

11.5 Discriminatory Bullying

Bullying directed at an individual's personal characteristics or background will be addressed in accordance with GRP's Anti-Bullying Policy and relevant safeguarding procedures.

11.6 Serious Incidents

Where discriminatory conduct may constitute abuse, a criminal offence or another safeguarding concern, the matter must be referred promptly to the DSL or an appropriate Deputy DSL.

12. Roles and Responsibilities

12.1 Company Directors

The Directors of Green Room Place Ltd. retain overall responsibility for ensuring that appropriate equal opportunities arrangements are established and maintained.

Their responsibilities include:

- Ensuring compliance with applicable equality legislation.
- Promoting an inclusive organisational culture.
- Maintaining appropriate policies and procedures.
- Supporting fair recruitment and admissions practices.
- Ensuring that reasonable adjustment requests are appropriately considered.
- Reviewing significant complaints and concerns.
- Ensuring that relevant staff understand their responsibilities.

12.2 Artistic Director & Designated Safeguarding Lead

Will Fowler - Artistic Director, Head of Piano & Designated Safeguarding Lead (DSL)

The Artistic Director will provide overall operational oversight of equality and inclusion arrangements within GRMSC.

Responsibilities include:

- Promoting fair and inclusive educational practices.
- Supporting consistent application of admissions requirements.
- Ensuring that relevant adjustment requests are appropriately considered.
- Supporting the resolution of significant equality concerns.
- Ensuring that discriminatory conduct involving safeguarding risks is managed appropriately.
- Liaising with senior staff, parents and external agencies where necessary.

12.3 Head of Boarding and Welfare

Rhiannon Bennett - Head of Boarding and Welfare, Deputy Designated Safeguarding Lead & Nominated Health & Safety Officer

The Head of Boarding and Welfare will oversee equality and inclusion considerations within the residential environment.

Responsibilities include:

- Promoting inclusive residential arrangements.
- Supporting students with individual welfare needs.
- Coordinating appropriate accommodation arrangements.
- Responding to concerns relating to unfair treatment or exclusion.
- Supporting reasonable adjustments within the boarding environment.
- Monitoring student interactions and welfare.
- Referring significant concerns to the DSL.
- Supporting communication with parents and guardians.

12.4 Deputy Head & Nurse

Sophie Wells - Deputy Head, Nurse, Deputy Designated Safeguarding Lead & Deputy Health & Safety Officer

The Deputy Head will support equality and inclusion arrangements, particularly where students have additional medical, physical or welfare needs.

Responsibilities include:

- Supporting individual healthcare arrangements.
- Advising on health-related adjustments within professional competence.
- Supporting students with additional needs.
- Assisting with individual support plans.
- Responding to relevant welfare concerns.
- Supporting the Head of Boarding and Welfare and DSL.

12.5 All Staff and Visiting Faculty

All staff, tutors, teaching assistants, visiting lecturers, contractors and volunteers must:

- Treat all individuals with dignity and respect.
- Promote equality and inclusion.
- Avoid discriminatory language and behaviour.
- Apply relevant procedures fairly.
- Recognise and respond to concerns about discrimination.
- Support reasonable adjustments within their responsibilities.
- Follow GRP's safeguarding and reporting procedures.
- Maintain appropriate professional boundaries.

12.6 Students

Students are expected to:

- Treat others fairly and respectfully.
- Respect different backgrounds, identities and beliefs.
- Avoid discriminatory or offensive behaviour.
- Support an inclusive camp environment.
- Follow GRP's behavioural expectations.
- Report concerns about unfair treatment or discrimination.

13. Equality and Inclusion Training

GRP will ensure that staff receive appropriate information and guidance concerning equality, diversity and inclusion.

Training and induction arrangements will be proportionate to individual roles and responsibilities.

13.1 Staff Induction

Staff induction will include relevant information regarding:

- Equal opportunities expectations.
- Appropriate professional conduct.

- Recognising discriminatory behaviour.
- Supporting students with additional needs.
- Reasonable adjustment procedures.
- Reporting concerns.
- Relevant safeguarding responsibilities.

13.2 Faculty Responsibilities

Faculty will be expected to demonstrate inclusive teaching practices and maintain awareness of differing student needs.

13.3 Student Awareness

Students will receive appropriate guidance during their induction regarding respectful behaviour, inclusion and the importance of treating others fairly.

13.4 Ongoing Development

GRP will review training needs and provide further guidance where necessary.

14. Reporting Discrimination or Unfair Treatment

GRP encourages all individuals to raise concerns about discrimination, harassment, victimisation or unfair treatment.

Reports will be treated seriously, sensitively and appropriately.

14.1 Reporting by Students

Students may report concerns to:

- Any trusted member of GRMSC staff.
- Their course tutor or Head of Department.
- A member of the Boarding and Welfare team.
- Rhiannon Bennett, Head of Boarding and Welfare and Deputy DSL.
- Sophie Wells, Deputy Head and Deputy DSL.
- Will Fowler, Designated Safeguarding Lead.

Students are not required to confront the individual involved before reporting a concern.

14.2 Reporting by Parents and Guardians

Parents and guardians may raise concerns through GRP's designated communication channels.

Concerns will be referred to the appropriate senior staff member.

14.3 Reporting by Staff

Staff members must report significant discriminatory behaviour or relevant concerns to an appropriate senior member of management.

Where a concern involves safeguarding, the Safeguarding & Child Protection Policy must be followed.

14.4 Confidentiality

Reports will be handled sensitively.

Information will be shared only where appropriate and necessary, including for the purposes of investigation, safeguarding or compliance with legal obligations.

Absolute confidentiality cannot be guaranteed where information must be shared to protect an individual or meet legal responsibilities.

14.5 Protection Against Retaliation

GRP will not tolerate retaliation against individuals who raise genuine concerns or assist with an investigation.

15. Complaints and Investigation Procedure

All complaints relating to discrimination, harassment or victimisation will be considered fairly and proportionately.

15.1 Initial Assessment

The appropriate senior staff member will review the complaint and consider:

- The nature of the concern.
- The individuals involved.
- Any immediate safety or safeguarding issues.
- Relevant equality obligations.
- Whether immediate protective measures are required.
- The need for further investigation.

15.2 Investigation

Where necessary, an appropriate investigation will be undertaken.

This may include:

- Speaking with relevant individuals.
- Reviewing available documentation.
- Obtaining witness accounts.
- Considering applicable policies and legal requirements.
- Recording findings and decisions.

Investigations will be conducted fairly and without prejudging the outcome.

15.3 Action and Resolution

Where concerns are substantiated, appropriate action may include:

- Guidance or educational intervention.
- Adjustments to arrangements or procedures.
- Additional support for affected individuals.
- Behavioural or disciplinary action.
- Changes to working or educational practices.
- Further staff training.
- Safeguarding referrals where necessary.

15.4 Safeguarding Concerns

Where a complaint involves possible abuse, significant harm or inappropriate conduct towards a child, the matter must be referred to the DSL or an appropriate alternative safeguarding contact.

Safeguarding referrals must not be delayed by internal complaint procedures.

15.5 Complaints Involving Senior Staff

Where a complaint concerns the DSL, a Company Director or another senior member of staff, it must be directed through an appropriate alternative reporting route.

Where required, concerns may be referred to relevant external safeguarding or regulatory authorities.

15.6 External Advice and Remedies

Individuals may seek independent advice or pursue relevant external complaints or legal remedies where applicable.

GRP's internal procedures do not remove any statutory rights.

16. Monitoring, Record-Keeping and Confidentiality

GRP will monitor the implementation and effectiveness of this policy.

Monitoring may include:

- Reviewing relevant complaints and incidents.
- Considering feedback from students, parents and staff.
- Reviewing admissions and recruitment practices.
- Assessing the effectiveness of reasonable adjustments.
- Identifying barriers to participation.
- Reviewing accessibility and welfare arrangements.

GRP may collect relevant information to support equality monitoring where there is a lawful basis and a legitimate operational need.

Personal data, particularly sensitive personal information, will be collected only where appropriate and handled in accordance with applicable data protection requirements.

Information will be securely stored and access restricted to authorised personnel.

Records of complaints, decisions, adjustments and follow-up actions will be maintained where appropriate.

GRP will not collect unnecessary personal information solely for monitoring purposes.

17. Coordination with Stamford School

As GRMSC 2027 will take place at Stamford School, GRP recognises the importance of cooperating with the venue to support appropriate equality and accessibility arrangements.

GRP will liaise with Stamford School regarding relevant facilities and arrangements, including:

- Accessible teaching and residential spaces.
- Suitable accommodation arrangements.
- Access to toilets and washing facilities.
- Dining and dietary requirements.
- Movement between campus locations.
- Individual accessibility needs.
- Emergency evacuation arrangements.
- Relevant venue policies and procedures.

Where appropriate, GRP will request and review relevant accessibility information and documentation provided by Stamford School.

GRP will remain responsible for considering its own equality obligations in relation to the services and activities it provides.

The responsibilities of GRP and Stamford School will be clarified where shared arrangements are involved.

18. Monitoring and Policy Review

This policy will be reviewed at least annually and before each residential programme.

Additional reviews may be undertaken following:

- Changes in legislation or relevant guidance.
- Significant complaints or incidents.
- Changes to the programme or venue.
- Identification of accessibility barriers.
- Feedback from students, parents or staff.
- Changes to organisational arrangements.
- Recommendations arising from relevant reviews.

GRP is committed to continuous improvement and will take reasonable steps to ensure that its practices remain fair, inclusive and appropriate.

19. Policy Approval

This Equal Opportunities Policy has been prepared for Green Room Music Summer Camp 2027 and will be submitted for approval by the Directors of Green Room Place Ltd.

Following approval, this policy will apply to all relevant GRP activities associated with the programme.

All staff members, visiting faculty, teaching assistants, contractors and volunteers are expected to familiarise themselves with and comply with its provisions.

GRP is committed to ensuring that every student has the opportunity to learn, develop their abilities, participate in residential life and enjoy the benefits of music education in an environment characterised by fairness, dignity, respect and inclusion.

GREEN ROOM PLACE LTD.

Green Room Music Summer Camp (GRMSC)

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The safety, dignity and wellbeing of every child are central to Green Room Place Ltd.'s educational and residential activities.