



Congleton Choral Society Equality & Inclusion Policy

Key details

- Policy prepared by: Helen Harrison
- Version: **2**
- Approved by Executive Committee on: **23/09/2015**
- Next review date: **Annually at AGM**

Introduction

Congleton Choral Society was established in 1971; it is a friendly mixed choir of about 70 members. Singers can join the society from the age of 16 years.

Congleton Choral Society is a registered charity, number 515851. It employs a Musical Director and an accompanist.

Objectives

Choral singing has been shown to improve the health and well-being of participants. Congleton Choral Society is committed to making choral singing an activity that is open to anyone who wishes to take part, in whatever capacity.

Congleton Choral Society is fully committed to the principles of equality of opportunity and is responsible for ensuring that no job applicants, employees, workers, volunteers, or members (together 'stakeholders') are unlawfully discriminated against because of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex and sexual orientation (together 'protected characteristics').

Policy

Congleton Choral Society is committed to treating all people fairly and providing equality of opportunity. Congleton Choral Society aims to ensure that all people irrespective of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex and sexual orientation have a genuine and equal opportunity to take part in choral singing at all levels and in all roles. This includes job applicants, employees, participants, volunteers and our audience.

Congleton Choral Society is required by law not to unlawfully discriminate against its stakeholders and recognises its legal obligations under, and will abide by the requirements of, the Equality Act 2010, any equivalent legislation or later amendments in UK jurisdiction.

Congleton Choral Society will not allow any unlawful discrimination (either direct or indirect), harassment, bullying or victimisation (definitions as of Equality Act 2010). Congleton Choral Society regards discrimination, harassment, bullying or victimisation as unacceptable. All complaints will be taken seriously and appropriate measures including disciplinary action for any employees may be taken.

Implementation

Congleton Choral Society will ensure that this Equality Policy is implemented, followed and reviewed when appropriate; breaches of the policy will be referred to the committee through the Chairman, and will be dealt with in an appropriate manner.

The Chairman and the committee members have overall responsibility for the implementation of this Equality Policy.

Congleton Choral Society will:

- Regularly review its recruitment practice to ensure continuing compliance with relevant legislation (including Disclosure & Barring arrangements) and where possible, good practice.
- Monitor and review Congleton Choral Society's selection criteria, including auditioning new members, to ensure people are treated solely on the basis of merits and abilities and will endeavour to adapt facilities and equipment where necessary
- Promote this policy and commitment to it to all employees, members, volunteers and audience members via the website.
- Require employees, members, and volunteers to respect, act in accordance with, and thereby support and promote the spirit and intentions of this policy
- Eliminate the effects of prejudice against any group by adopting a planned approach to removing barriers which create inequality or discrimination
- Modify any existing rules and regulations that may inhibit the inclusion of any groups, provided this does not result in the deterioration of equality required by Congleton Choral Society

Monitoring & evaluation

This policy will be reviewed as part of the Congleton Choral Society policy review schedule as part of the Annual General Meeting.

Congleton Choral Society will monitor and evaluate the policy and practices annually and inform employees, members, and audience members (if appropriate) of any changes at rehearsal and through the website.