

Aylesbury Choral Society

Chairman: Dr Christopher Dalladay
acschairman@gmail.com

website: www.aylesburychoral.org.uk



Equal, Diversity and Inclusion policy

Introduction

The Aylesbury Choral Society is a music group that offers membership and provides musical activities for men and women over the age of 16 *. Membership and activities are open and welcoming to everybody entitled to become a member.

We are committed against unlawful discrimination in providing activities / services / facilities to members, the public and anyone connected to or involved with the group.

We will not unlawfully discriminate because of the Equality Act 2010 protected characteristics of:

- age (beyond the minimum age 16 limit) *
- disability
- gender reassignment
- marriage and civil partnership
- pregnancy and maternity,
- race (including colour, nationality, and ethnic or national origin),
- religion or belief,
- sex
- sexual orientation

The Aylesbury Choral Society is also committed to promoting equality of opportunity regardless of class and socio-economic background.

This policy applies to everyone connected to The Aylesbury Choral Society. This includes, but is not limited to: members, volunteers, staff, individuals engaged to provide a service (e.g. freelancers), individuals applying to volunteer or work with us, supporters, members of the public accessing our services or attending our events.

Aims

The Aylesbury Choral Society aims to:

- Provide and promote equality of opportunity and equitable treatment for everyone.
- Make our activities accessible and inclusive by removing barriers to entry.
- Encourage, celebrate and value diversity and inclusion.
- Ensure every member feels respected and able to give their best.
- Eliminate unlawful direct and indirect discrimination, harassment and victimisation.

Responsibilities

- Inappropriate, violent or abusive behaviour or otherwise offensive and inflammatory remarks and behaviour are not acceptable. These constitute harassment and have no place in The Aylesbury Choral Society.

The Aylesbury Choral Society will support our members, volunteers, staff, freelancers and supporters in not tolerating any inappropriate, violent or abusive behaviour from other group members, volunteers, colleagues, freelancers, other organisations or customers.

Removing barriers

The Aylesbury Choral Society is committed to making sure its activities are accessible and inclusive.

We recognise that there may be a range of barriers that could stop individuals accessing our activities or feeling included in them. These barriers may not always be obvious or visible and could be:

- Physical
- Practical
- Cultural

We will work to identify any such barriers and take reasonable measures to remove them.

Dealing with Complaints

- If any member, volunteer, staff, freelancer or supporter feels they have been discriminated against, harassed or victimised, they should raise it with the EDI lead (chairman). If the complaint is regarding this person, it should be raised with another committee member.
- The committee will take complaints of discrimination and harassment seriously.
- The committee will investigate the complaint, listening to all parties involved:
 - If the complaint is against a committee member, that member will not be part of conducting the investigation.
 - If the complaint is against an individual, that individual will have the opportunity to express their point of view in a safe environment and accompanied by a friend.
 - The person making the complaint will have the same opportunity.
- If a complaint is found against The Aylesbury Choral Society, the committee must work to ensure that such discrimination, harassment or victimisation is not repeated in future, and must inform the members of how they propose to do this.
- If a complaint is found against The Aylesbury Choral Society, the committee should work to resolve the complaint in a manner which is acceptable to the person who was subject to discrimination.
- If a complaint is against The Aylesbury Choral Society is not upheld, the committee might wish to address issues which might have led to the complaint in the first place, e.g. lack of communication, to prevent similar situations in future.

Policy review

The policy will be reviewed every two years by the society's committee. Members of The Aylesbury Choral Society will be informed of any changes to the policy and be invited to comment.

* Please note that there may be some limitations to membership of The Aylesbury Choral Society for young people between the ages of 16 and 18 for safeguarding reasons. These are covered and detailed in the Society's Safeguarding Policy, which can be found at www.aylesburychoral.org.uk.