



Equality, Diversity and Inclusion Policy

1 Introduction

Danesborough Chorus is a music group that offers performing membership and provides musical activities to people able to demonstrate a suitable standard of musicianship determined by the Musical Director. Membership and activities are open and welcoming to everyone entitled to become a member.

The chorus aims to treat its members, volunteers, freelancers, supporters and members of the public accessing its services or attending its events equally and, complying with the Equality Act 2010, will not discriminate on the basis of the protected characteristics of age, disability, gender reassignment, marriage or civil partnership, pregnancy or maternity, race, religion or belief, sex and sexual orientation.

Danesborough Chorus is also committed to promoting equality of opportunity regardless of class and socio-economic background.

2 Aims

The aims of the Danesborough Chorus are:

- 1) to promote equality of access within the membership criteria for its members and potential members to membership, musical activities and opportunities;
- 2) to ensure no member or potential member receives less favourable treatment or is disadvantaged by the criteria and characteristics set out in the introduction; and
- 3) to ensure no individual wishing to volunteer or work on a freelance basis for Danesborough Chorus receives less favourable treatment or is disadvantaged by the criteria and characteristics set out in the introduction.

3 Inclusion and respect

- 1) Danesborough Chorus values its members, freelancers, volunteers and supporters and, in accordance with the Equality Act 2010, promises to fulfil its responsibilities to:
 - create a lawful and welcoming culture within the choir by treating each and every individual in a respectful manner, such that they are made to feel equally valued and included in all activities; and
 - provide an environment in which the contribution and needs of everyone are fully valued and recognised.
- 2) Accordingly, all members, freelancers, volunteers, supporters and those representing Danesborough Chorus are expected to treat each other with respect and dignity and ensure choir activities and choir culture are welcoming and inclusive for all.
- 3) Inappropriate, violent or abusive behaviour or otherwise offensive and inflammatory remarks will not be tolerated. These constitute bullying, harassment (including sexual harassment), victimisation and unlawful discrimination and have no place in Danesborough Chorus.

- 4) Members, freelancers, volunteers and supporters are hereby notified that sexual harassment, as defined in UK law, includes:
 - a) sexual assault;
 - b) sexual innuendo and any unwanted verbal, non-verbal or physical conduct of a sexual nature which has the purpose or effect of violating the recipient's dignity or of creating an intimidating, hostile and demeaning environment for the recipient;
 - c) circulating false and malicious rumours about an individual based on gender and related to sexuality or sexual activity.
- 5) All should understand that they can be held liable for any such acts of bullying, harassment, victimisation and unlawful discrimination. Such acts will be dealt with as misconduct and any appropriate action will be taken.
- 6) Danesborough Chorus's commitment to anti-discriminatory practice relates to all kinds of discrimination:
 - Direct discrimination, where someone is treated less favourably than another because they have a protected characteristic.
 - Indirect discrimination, where a requirement or a condition is applied that has a detrimental effect on a particular group or individual. This applies even if there was not a deliberate intention to discriminate.
 - Associative discrimination, where direct discrimination against someone occurs because they associate with another person who has a protected characteristic.
 - Perceptive discrimination, where direct discrimination against someone occurs because others think they have a protected characteristic even if they do not possess that characteristic.
 - Harassment, where unwanted behaviour related to a protected characteristic occurs that violates a person's dignity or creates an intimidating, hostile, degrading, humiliating or offensive environment for them. This applies even if the conduct is not directed at the individual or if they do not have the protected characteristic.
 - Third party harassment, which recognises potential liability for the harassment of someone connected to the group by external contacts.
 - Victimisation, when someone is treated badly because they have made or supported a complaint, or it is thought that they have done so.

4 Removing Barriers

Danesborough Chorus is committed to making sure its activities are accessible and inclusive.

We recognise 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.

We will aim to use venues that are accessible to all for rehearsals, concerts and any other activities or events we undertake.

5 Dealing with complaints

Complaints will be dealt with as laid out in the Bullying and Harassment policy.

6 Employment practices – general

- 1) Danesborough Chorus aims to promote equality and diversity as an employer and will ensure that no volunteer, person engaged to provide a service (e.g. freelancer), applicant member or volunteer receives less favourable treatment or is disadvantaged by the characteristics set out in the aims of this policy
- 2) Danesborough Chorus selects all candidates for interview based on their skills, qualifications and experience.
- 3) Selection, recruitment, training, promotion and employment practices will be subject to regular review to ensure that they comply with the Equality, Diversity and Inclusion Policy.
- 4) Danesborough Chorus regards discrimination, abuse, harassment, victimisation, bullying of freelancers or volunteers, aggressive and intimidating behaviour, theft and fraud in the course of work as disciplinary offences that could be regarded as gross misconduct. This list of offences is not intended to be exhaustive.

7 Responsibilities

The Chair of the Danesborough Chorus Committee is responsible for providing advice and guidance on equality, diversity and inclusion issues, and ensuring the Equality, Diversity and Inclusion Policy is kept up to date.

Danesborough Chorus ensures that all those who are involved in any recruitment process:

- 1) are aware of the Danesborough Chorus Equality, Diversity and Inclusion Policy;
- 2) are aware of when and what type of DBS check is appropriate;
- 3) have read the DBS code of practice where applicable;
- 4) have read the Making Music guidance on safeguarding and DBS checks where applicable; and
- 5) have read any other guidance deemed appropriate by the Danesborough Chorus Committee.

This Equality, Diversity and Inclusion policy is fully supported by the Trustees of the Danesborough Chorus.

8 Policy review

The policy will be reviewed every two years by the Danesborough Chorus Committee. Members of Danesborough Chorus will be informed of any changes to the policy and invited to comment.

Date: June 2018

Reviewed: September 2020

Reviewed and updated: November 2021

Reviewed and updated: September 2023

Reviewed and updated: September 2024

Reviewed and updated: September 2026