



Equality and Diversity Policy

Aims

Danesborough Chorus is a music group open to all. We aim to treat our members, volunteers, freelancers and supporters equally regardless of their age, disability, gender reassignment, marriage or civil partnership, pregnancy or maternity, race, religion or belief, sex, sexual orientation, class and socio-economic background.

Equality of opportunity

Danesborough Chorus aims to:

- promote equality for its members and potential members in access to membership, musical activities and opportunities;
- ensure no member or potential member receives less favourable treatment or is disadvantaged by the criteria and characteristics set out in the introduction; and
- 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 aims.

Inclusion and respect

- Danesborough Chorus values its members, freelancers, volunteers and supporters and will do all it can to:
 - treat them in a respectful manner and ensure they are made to feel equally welcome and included in all activities; and
 - provide an environment in which the contribution and needs of everyone are fully valued and recognised.
- Accordingly, all members, freelancers, volunteers, supporters and those representing Danesborough Chorus are expected to treat each other with respect and dignity and ensure activities are welcoming and inclusive for all.
- Inappropriate, violent or abusive behaviour or otherwise offensive and inflammatory remarks and behaviour are not acceptable. These constitute harassment and have no place in Danesborough Chorus.
- Danesborough Chorus will support its members, volunteers, freelancers and supporters in not tolerating any inappropriate, violent or abusive behaviour from other group members, volunteers, colleagues, other organisations or customers.

Accessibility

Danesborough Chorus aims to use venues that are accessible to all for rehearsals, concerts and any other activities or events it undertakes.

Dealing with complaints

- If any member, volunteer, freelancer or supporter feels they have been discriminated against or harassed they should raise it with the committee.
- The committee takes 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 involved in 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, accompanied by a friend.
 - The person making the complaint will have the same opportunity.
- If a complaint is found against Danesborough Chorus, the committee will work to ensure that such discrimination is not repeated in the future and will inform the members how they propose to do this.

Employment practices – general

- 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) or volunteer applicant receives less favourable treatment or is disadvantaged by the characteristics set out in the aims of this policy
- Danesborough Chorus selects all candidates for interview based on their skills, qualifications and experience.
- Selection, recruitment, training, promotion and employment practices will be subject to regular review to ensure that they comply with the Equality and Diversity Policy.
- 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.

Responsibilities

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

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

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

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: May 2020