

Equality and Diversity policy



Key details

- Policy prepared by: Sudbury Choral Society Committee
- Approved by committee on: May 2018
- Reviewed on: 21 April 2023
- Next review date: April 2026

Aims

Sudbury Choral Society (hereinafter called SCS) is a music group open to all. We aim to create an environment that is inclusive and welcoming to all members, volunteers, those who work on behalf of SCS and supporters equally, regardless of their age, disability, gender reassignment, marriage or civil partnership, pregnancy or maternity, race, religion or belief, sex, sexual orientation, or socio-economic background.

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

Equality of opportunity - SCS aims to:

- promote equality for its members and potential members in access to membership and musical activities and opportunities
- ensure no member or potential member will receive less favourable treatment or is disadvantaged by the criteria and characteristics set out in the introduction
- ensure no individual wishing to volunteer or work for (including on a freelance basis) SCS will receive less favourable treatment or is disadvantaged by the criteria and characteristics set out in the aims.

Inclusion and respect

- SCS values its members, staff, 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.
 - provide an environment in which the contribution and needs of everyone are fully valued and recognised.
- Accordingly all members, volunteers, supporters and those representing SCS 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 SCS.
- SCS will support our members, volunteers, those working for SCS and supporters in not tolerating any inappropriate, violent or abusive behaviour from other group members, volunteers, colleagues, other organisations or audience members.

Accessibility

SCS 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, staff or supporter feels they have been discriminated against or harassed they should raise it with the committee.
- 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 SCS, the committee must work to ensure that such discrimination is not repeated in the future, and must inform the members of how they propose to do this.