



Registered Charity No. 231548

# Equal Opportunities Policy

**Note: The legal entity known as The Nottingham Harmonic Society is referred to throughout this document as Nottingham Harmonic Choir (or the Choir). The Officers and all the other General Committee Members are, and may be referred to as, the Trustees.**

## 1. Introduction

Nottingham Harmonic Choir is a music group open to people aged 18 or over (16+ with a responsible adult who is a member of the Choir). Described below are our aims regarding Equal Opportunities:

- To help create an environment of trust and a culture where all members feel respected and included.
- To treat our members, professionals, volunteers and supporters equally regardless of their age, disability, gender reassignment, marriage or civil partnership, pregnancy or maternity, race, religion or belief, sex, sexual orientation, (also known as protected characteristics), class and socio-economic background

## 2. Equal opportunity

The Choir is committed to maintaining an environment and promoting equal opportunities by:

- Promoting equal opportunities for its members and potential members in access to membership, musical activities and opportunities.
- Ensuring no member, potential member, professional, or volunteer will receive less favourable treatment or is disadvantaged under the protected characteristics described in section one.

## 3. Inclusion and respect

The Choir values its members, professionals, volunteers and supporters and will aim to:

- Treat everyone in a respectful manner and ensure they are made to feel equally welcome and included in all activities by recognising, accepting, and understanding elements and abilities that make us all individuals.
- Provide an environment in which the contribution and needs of everyone are fully valued and recognised.

- All members, professionals, volunteers and supporters, and those representing the Choir 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 the Choir.
- The Choir will support our members, professionals, volunteers and supporters in not tolerating any inappropriate, violent, or abusive behaviour from other members, professionals, volunteers, supporters or other organisations.

#### **4. Accessibility**

The Choir aims to use venues that are accessible to all for rehearsals, concerts and any other activities or events it undertakes. To help assess that venues are accessible, reasonable adjustments need to be considered to ensure our members who have a disability are given equal opportunity where their disability would place them at a substantial disadvantage.

#### **5. Responsibilities**

The Choir ensures that all those who are involved in the appointment of professionals or auditioning new members are:

- Aware of the Nottingham Harmonic Choir Equal Opportunities Policy.
- Have read the Nottingham Harmonic Choir Safeguarding Policy.
- Have read any other guidance deemed appropriate by the Nottingham Harmonic Society Trustees.

The Trustees are responsible for providing advice and guidance on equal opportunity issues, and to ensure the Equal Opportunities Policy is kept up to date.