

THE NOTTINGHAM HARMONIC SOCIETY



Registered Charity No. 231548

Equality, Diversity and Inclusion 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).

We are committed to encouraging equality, diversity, and inclusion in our music group.

We are committed against unlawful discrimination in providing activities / services / facilities.

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

- Age
- 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

Nottingham Harmonic Choir is also committed to promoting equality of opportunity regardless of class and socio-economic background.

This policy applies to everyone connected to Nottingham Harmonic Choir. This includes, but is not limited to members, volunteers, professional 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.

2. Aims

The Nottingham Harmonic Choir strives to create an environment where we value and respect every individual's unique contribution, enabling us all to thrive and enjoy creating music together. We are committed to equality of opportunity and want all members and applicants to feel welcome regardless of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, social background, religion or belief, sex or sexual orientation.

Nottingham Harmonic Choir 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.

3. Responsibilities

The Chair is the EDI lead and responsible for providing advice and guidance on equality, diversity and inclusion issues, and to ensure the Equality, Diversity and Inclusion Policy is kept up to date.

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

- Aware of the Nottingham Harmonic Choir Equality, Diversity and Inclusion Policy.
- Have read the Nottingham Harmonic Choir Safeguarding Policy.
- Have read any other guidance deemed appropriate by the Nottingham Harmonic Society Trustees.

4. General Practice

Nottingham Harmonic Choir will treat everyone 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.

Nottingham Harmonic Choir will promote equality of access to membership and musical activities and opportunities.

We will ensure no one receives less favourable treatment or is disadvantaged by the criteria and characteristics set out in the introduction. This includes but is not limited to:

- Individuals accessing membership
- Individuals accessing musical activities and opportunities
- Volunteers, employees or people engaged to provide a service (e.g. freelancers)
- Individuals applying to volunteer or work with (including freelancers) Nottingham Harmonic Choir

We acknowledge our responsibility to make reasonable adjustments to our activity to enable access under the Equality Act 2010.

We will select candidates for volunteering or paid opportunities based on their skills, qualifications and experience.

Nottingham Harmonic Choir'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.

5. Inclusion and respect

Nottingham Harmonic Choir values its members, professional staff, freelancers, 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.
- provide an environment in which the contribution and needs of everyone are fully valued and recognised.

All members, professional staff, freelancers, volunteers, supporters and those representing Nottingham Harmonic 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 Nottingham Harmonic Choir.

Nottingham Harmonic Choir will support our members, volunteers, professional staff, freelancers and supporters in not tolerating any inappropriate, violent or abusive behaviour from other group members, volunteers, professional staff, freelancers, other organisations or customers.

6. Removing barriers

Nottingham Harmonic Choir 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. Due regard will be given to safe spaces, where this is considered necessary in terms of toilets and changing rooms.

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.

7. Raising Concerns

Choir members, potential members, professional staff, freelancers or volunteers should refer to the Nottingham Harmonic Choir Complaints Policy if they wish to raise a concern about discrimination within the Choir.