

# **EQUAL OPPORTUNITIES POLICY - Towcester Choral Society (TCS)**

## **1. Introduction**

Towcester Choral Society (TCS) is a music group open to all over 16 years old who complete our voice test. We aim to treat our members, contractors, 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, class or socio-economic background.

The Chair of the TCS committee is responsible for providing advice and guidance on equality and diversity issues.

## **2. Equality of opportunity**

- TCS aims to:
  - Promote equality for its members and potential members in access to membership and musical activities and opportunities within the membership criteria.
  - 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 with TCS will receive less favourable treatment or is disadvantaged by the criteria and characteristics set out in the introduction.

## **3. Inclusion and respect**

- TCS values its members, contractors, volunteers and supporters and will do all it can to:
  - Treat them in a respectful manner and ensure they are made to feel welcome and included in all activities.
  - Provide an environment in which the contribution and needs of everyone are fully valued and recognised
- All members, contractors, volunteers, supporters and those representing TCS 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 other offensive, inflammatory remarks and behaviour are not acceptable. These constitute harassment, and have no place in TCS.
- TCS will support our members, volunteers, contractors and supporters in not tolerating any inappropriate, violent or abusive behaviour from other group members, contractors, volunteers, other organisations or customers.

## **4. Accessibility**

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

## **5. Dealing with complaints**

- If any member, volunteer, contractor or supporter feels they have been discriminated against or harassed they should raise it with the committee.

- The committee will take seriously any complaints of discrimination and harassment.
- 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 to express their point of view in a safe environment and accompanied by a friend.
- If a complaint is found proven against TCS, 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.

## **6. Recruitment practices**

- TCS aims to promote equality and inclusivity and shall ensure that no employee, volunteer, contractor or other person engaged to provide a service receives less favourable treatment or is disadvantaged by the characteristics set out in the introduction to this policy
- TCS selects all candidates for its selection process(es) based on their skills, qualifications and experience.
- TCS selection process(es) will be subject to periodic review to ensure that they comply with the Equal Opportunities Policy.
- TCS regards discrimination, abuse, harassment, victimisation or bullying of staff or volunteers in the course of work as disciplinary offence that could be regarded as gross misconduct.