

Fen Edge Voices Community Choir

Equality Diversity And Inclusion Policy

INTRODUCTION

Fen Edge Voices is a community choir that welcomes all adults aged 18 or over. We strive to create a welcoming, caring space where members can enjoy singing and build community and social connections.

This policy applies to members, and anyone connected to Fen Edge Voices Community Choir.

AIMS

- Provide and promote equality of opportunity and equitable treatment for everyone.
- Ensure no one is unlawfully discriminated against on the basis of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex, or any other characteristic protected under the Equality Act 2010.
- Make our choir accessible and inclusive by recognising and removing barriers to participation.

EQUALITY AND NON-DISCRIMINATION

Fen Edge Voices is an open-access choir, meaning there are no barriers to joining, such as auditions, music-reading ability, or previous singing experience.

Our weekly meeting venue is accessible for wheelchair users and has a hearing loop. We can provide free places for carers of members who can only attend with support.

We will actively encourage participation from adults of all ages and backgrounds, both as members and committee members.

REMOVING BARRIERS

We aim to identify and address physical, practical, financial, or cultural obstacles that might prevent individuals from joining or participating fully. We will work proactively with members to identify any such barriers and make reasonable adjustments to address them.

CODE OF CONDUCT

Ensuring the choir is a safe space for all is the responsibility of every member and committee member.

Members will be treated with dignity and respect. Language or humour that may be offensive, such as sexist or racist jokes or derogatory terminology, must not be used.

Harassment or abuse of any member on the grounds of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, or sex will not be tolerated.

DEALING WITH COMPLAINTS

If anyone feels they have been the victim of direct or indirect discrimination, harassment or victimisation they should report this to the committee chair.

The Committee will take all complaints of discrimination and harassment very seriously. They will investigate each complaint thoroughly and provide opportunities for the person making the complaint to speak in a safe environment about their experience.

If the complaint is against a particular individual, the Committee will also hear their account of the situation.

The Committee will decide on appropriate action based on the principle of ensuring the continued inclusion, wellbeing, and safety of any member who has experienced discrimination or harassment.