

# Equality and Diversity Policy

## Introduction

South Devon Choir (SDC) is committed to making choral singing an activity that is open to anyone who wishes to take part and is a non audition choir. It is also fully committed to the principles of equality of opportunity and is responsible for ensuring that no choir members, volunteers, freelance musicians or audience members (together 'stakeholders') are unlawfully discriminated against because of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex and sexual orientation (together 'protected characteristics')

## Policy

SDC is required by law not to unlawfully discriminate against its stakeholders. It recognises its legal obligations under the Equality Act 2010 and will abide by those requirements.

SDC will not allow any of its stakeholders to suffer harassment, bullying or victimisation (either direct or indirect) as defined in the Equality Act 2010. All complaints must be reported to a Committee Member and will be taken seriously. Appropriate measures including disciplinary action may be taken by the Committee, potentially resulting in written warnings and expulsion from the Choir.

## Implementation

SDC will ensure that this Equality Policy is implemented, followed and reviewed when appropriate. Breaches of the policy will be referred to the committee and will be dealt with in a timely and appropriate manner.

The Chairperson and the committee members have overall responsibility for the implementation of this Equality Policy. They will:

- Regularly review the freelancer recruitment practice to ensure continuing compliance with relevant legislation (including Disclosure & Barring arrangements where relevant) and good practice
- Promote this policy to all members, volunteers, freelance musicians and audience members via the website.
- Require members, volunteers and freelance musicians to respect, act in accordance with, and thereby support and promote the spirit and intentions of this policy
- Eliminate the effects of prejudice against any group by adopting a planned approach to removing barriers which create inequality or discrimination

## Policy and Document Review

SDC will continuously monitor and evaluate the effectiveness of this policy and this policy document reviewed every two years.

Issue	Date	Review Date	Author	Details
1.0	10/09/2018	10/09/2020	M Saxelby	Original