

# ST ALBANS BACH CHOIR

## EQUAL OPPORTUNITIES POLICY

### 1. Statement of policy

The aim of this policy is to communicate the commitment of the Trustees, Committee and volunteers of and associated with the St Albans Bach Choir (“SABC”) to the promotion of equality of opportunity within all the activities of the SABC, subject always to the objects of SABC to promote, improve, develop and maintain public education in and appreciation of the art and science of choral music in all its aspects, by the presentation of public choral concerts to the highest possible standards.

It is our policy to provide equality to all, irrespective of:

- Gender, marital or family status
- Religious belief or political opinion
- Disability
- Race or ethnic origin
- Nationality
- Sexual orientation
- Age

We are opposed to all forms of unlawful and unfair discrimination. Applicants for membership of the choir or its committees will be treated fairly and selection for membership or any other benefit will be on the basis of aptitude and ability.

We recognise that the provision of equal opportunities is not only good management practice, it also makes sound business sense. We intend that our equal opportunities policy will help all those associated with SABC in whatever capacity to develop their full potential and talents, so that the resources of

SABC and all those within its umbrella will be fully utilised to maximise the efficiency of the organisation.

We are committed to:

- Preventing any form of direct or indirect discrimination or victimisation
- Promoting equal opportunities for women and men, subject to the need to balance the choir according to its vocal needs as between men's and women's voices
- Promoting equal opportunities for people of all religions and none
- Promoting equal opportunities for people with disabilities
- Promoting equal opportunities for ethnic minorities
- Promoting equal opportunities for people of different sexual orientation
- Promoting a good and harmonious environment where all men and women are treated with respect and dignity and in which no form of intimidation or harassment will be tolerated
- Fulfilling all legal obligations under the relevant legislation and associated Codes of Practice
- Taking any necessary positive/affirmative action, including setting goals and timetables.

Breaches of our equal opportunity policy and practice will be regarded as misconduct and could lead to the consideration of termination by the Committee within clause 3.4 of the Constitution.

## 2. Implementation

The Chairman has specific responsibility for the effective implementation of this policy. Each committee member, officer, employee and volunteer also has a responsibility to uphold the content of this policy and help create the equality environment, which is its objective.

In order to implement this policy, we will ensure that:

- The policy is communicated to all employees, members and volunteers, through our website , within three months of adoption of this Policy
- Adequate resources are made available to fulfil the aims of this policy.

## 3. Affirmative action

Where appropriate, lawful positive action measures such as special encouragement in advertisements or special training will be developed.

## 4. Monitoring and review

This policy is subject to continuous monitoring and review

## 5. Complaints

Any persons, including potential choir members, who believe that they have suffered any form of discrimination, harassment or victimisation are entitled to raise the matter through the grievance procedures published on the website. All complaints of discrimination will be dealt with seriously, promptly and confidentially.

These procedures do not replace or detract from the right of employees and others to pursue complaints under the following, so far as relevant to them:

- Sex Discrimination Act 1975.
- Equal Pay act 1970 and the Equal Pay (Amendment) Regulations 1983.
- Race Relations Act 1976.
- Disability Discrimination Act 2004.
- Rehabilitation of Offenders Act 1974.
- Age Discrimination Act 2006.

Every effort will be made to ensure that anyone making a complaint will not be victimised. Any complaint of victimisation will be dealt with seriously, promptly and confidentially. Victimisation will result in disciplinary action and may warrant dismissal.

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