

<b>Policy</b>	<b>Equal Opportunities</b>
<b>Effective Date</b>	1 April 2017
<b>Date Last Reviewed</b>	May 2020
<b>Authorised by</b>	Trustees Meeting
<b>Scheduled Review Date</b>	May 2021
<b>Supersedes</b>	All previous Policies and/or Statements

## 1 Introduction

The Harrogate Choral Society (HCS) is committed to encouraging equality and diversity and eliminating unlawful discrimination.

The aim is for HCS to be truly representative of all sections of society and for our members and those we contract with to feel respected and able to give of their best.

HCS is committed against unlawful discrimination of customers or the public.

## 2 This policy's purpose is to:

- provide equality, fairness and respect for all.
- 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 (gender) and sexual orientation
- oppose and avoid all forms of unlawful discrimination

## 3 HCS commits to:

- encourage equality and diversity
- create an environment free of bullying, harassment, victimisation and unlawful discrimination, promoting dignity and respect for all, and where individual differences and the contributions of all are recognised and valued
- take seriously complaints of bullying, harassment, victimisation and unlawful discrimination by fellow members and others in the course of HCS activities

This commitment includes advising members and others about their rights and responsibilities under the equality policy. Responsibilities include members and others conducting themselves to help the organisation provide equal opportunities and prevent bullying, harassment, victimisation and unlawful discrimination

All should understand that they can be held liable for acts of bullying, harassment, victimisation and unlawful discrimination

Such acts will be dealt with as misconduct and any appropriate action will be taken. Particularly serious complaints could lead to termination of membership or contract without notice

Further, sexual harassment may amount to a criminal matter, such as in sexual assault allegations. In addition, harassment under the Protection from Harassment Act 1997 – which is not limited to circumstances where harassment relates to a protected characteristic – is a criminal offence

The equality policy is fully supported by the HCS Trustees.

#### **4 HCS Objects in relation to this Policy**

The objects of HCS are the study and performance of choral works in order to educate the public in the arts and science of choral music in all its aspects by the presentation of public concerts, and to encourage and enable young people to perform in a youth choir.

HCS performs works from various cultural and religious sources. It recognises that some members may wish to withdraw from rehearsals and performances of specific works that could offend their sensibilities. This would have no effect upon their membership of HCS..

HCS normally rehearses and performs in local churches, schools and public halls. It has no direct control over factors affecting access and facilities for disabled members and audience members. It will, however, take all reasonable action to overcome any problems encountered by its members.

#### **Change Control History**

Date of Change	Summary of Revisions Made
March 2018	No changes required
March 2019	Considerable re-write to encompass all diversity issues
March 2020	No changes needed