

## CHELTENHAM BACH CHOIR

### STATEMENT OF EQUAL OPPORTUNITIES POLICY

#### **1. Statement of Intent:**

- 1.1 In society at large, there may be various forms of discrimination, conscious or otherwise. The purpose of the present statement of policy is to ensure that they do not arise in the Cheltenham Bach Choir, and equally that over-compensation in the form of positive discrimination (which is illegal) does not occur.

#### **2. Our Policy:**

- 2.1 The choir is a charity committed to the equal and fair treatment of all individuals, including members of the choir, professional musicians and members of our audiences, regardless of gender, age, disability, colour, race, ethnic or national origin, socio-economic group, sexual orientation, religious or political beliefs or opinions.

#### **3. Membership:**

- 3.1 The Director of Music shall decide whether the vocal and musical ability of prospective and existing members measures up to the performance demands of the Choir's concert programme.
- 3.2 No-one shall be refused membership of the choir, of the committee or of our audiences, or debarred from working with us professionally, on any of the grounds listed in 2.1 above.

#### **4. Responsibility:**

- 4.1 The Chairman, assisted by the other Trustees who form the management committee, is responsible for all aspects of this policy, including monitoring its maintenance.
- 4.2 The committee may appoint a committee member as Equal Opportunities Officer to assist the Chairman in the implementation, maintenance, monitoring and furtherance of this policy. The Chairman and Equal Opportunities Officer shall be answerable to the committee in the first instance. They may raise with the committee any problems that cannot be readily resolved and if need be may raise them at a Special General Meeting of the choir.

#### **5. The Committee:**

- 5.1 The committee will seek to achieve a fair balance of gender and age representation in its structure.
- 5.2 All members of the committee shall be familiar with this policy and be committed to its proper implementation.

#### **6. Publicity:**

- 6.1 The Choir's general publicity shall reflect this policy and project it positively.
- 6.2 Where practicable, publicity material and publications shall include the statement "The Cheltenham Bach Choir is an Equal Opportunities organisation."
- 6.3 This policy shall be published on the choir's web-site, and shall be publicised and made available to members and other interested parties on demand and in such ways as the committee deems appropriate.

**7. Cultural Policy:**

- 7.1 In our constitution lodged with the Charity Commission, “the objects of the society shall be to “educate the public in the arts and sciences and in particular the art and science of music, by the presentation of concerts and other activities.”
- 7.2 Accordingly, the choir seeks out new opportunities to develop our audiences and to provide opportunities for access to arts activity which would not otherwise happen.

**8. Financial Concessions:**

- 8.1 To avoid excluding people on low incomes, the choir will, where possible, provide reduced membership subscriptions and ticket prices for students, the unemployed and people on other benefits.

**9. Training and Advice:**

- 9.1 The Chairman, or nominated committee member(s), shall liaise with Making Music (the National Federation of Music Societies), the Cheltenham Arts Council and other bodies as necessary, to ensure that the committee receives training and advice on Equal Opportunities policy and best practice.
- 9.2 It is the Chairman’s responsibility (advised by the Equal Opportunities Officer, as appropriate) to ensure that the committee is familiar with all aspects of this policy including communication skills, technical skills (e.g. the use of infrared hearing systems, wheelchair lifts etc.) and caring and safety skills (e.g. the manoeuvring of wheelchairs in confined spaces).

**10. Premises and Equipment:**

- 10.1 Wherever possible, premises used for rehearsals, meetings and concerts shall be chosen to improve access for people with disabilities.
- 10.2 Where necessary, the choir shall encourage the owners and managers of venues used by the choir to improve access for people with disabilities.
- 10.3 Wherever possible, the choir shall seek to improve the enjoyment and accessibility of the choir’s performances for those with hearing or sight impairment.

**11. Complaints Procedure:**

- 11.1 Any complaints should be raised with the Chairman or the Equal Opportunities Officer.

**12. Review of Policy:**

- 12.1 The committee shall formally review this policy every two years to ensure that the commitment to equality of opportunity is maintained.

Last updated: 21<sup>st</sup> January 2018