



Registered Charity No.1104982

## **EQUALITY, DIVERSITY AND INCLUSION POLICY**

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

Andover Choral Society (ACS) is a music group open to all. We are committed to encouraging equality, diversity, and inclusion in our music group.

We are committed against unlawful discrimination in providing activities / services / facilities

We will 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
- sexual orientation

ACS is also committed to promoting equality of opportunity regardless of class and socio-economic background.

This policy applies to everyone connected to ACS. This includes, but is not limited to: members, volunteers, staff, individuals engaged to provide a service (e.g. freelancers), individuals applying to volunteer or work with us, supporters, members of the public accessing our services or attending our events.

### **2...Responsibilities**

The Chairman is the EDI lead and responsible for providing advice and guidance on equality, diversity and inclusion issues, and to ensure the Equality, Diversity and Inclusion Policy is kept up to date.

#### *Equality:*

- identifying, promoting and ensuring equality of access to membership and musical and social activities, for members and potential members.

#### *Diversity:*

- Ensuring the diverse abilities and interests of members are taken into account when organising all events and activities
- Ensuring that opportunities to join the Committee are offered to all members.

#### *Inclusion/Accessibility:*

- Holding meetings and events in venues that are accessible to people with mobility issues, including wheelchair users if required.

- Removing barriers of participation or enjoyment for other accessibility constraints eg hearing, sight, illness or age related conditions, wherever possible.

#### *Safeguarding*

- ACS has a separate Safeguarding Policy.

#### *Hiring:*

- Ensuring equality and inclusivity when engaging musicians or service providers, such that the musician or service provider is not disadvantaged by the characteristics set out in the statement of intent of this Policy.

### **3. Dealing with Complaints**

- If any member, volunteer, musician or service provider feels they have been discriminated against, harassed or victimised, they should raise it with the EDI lead (Chairman). If the complaint is regarding this person, it should be raised with another committee member.
- The committee will take complaints of discrimination and harassment seriously.
- The committee will investigate the complaint, listening to all parties involved:
  - If the complaint is against a committee member, that member will not be part of conducting the investigation.
  - If the complaint is against an individual, that individual will have the opportunity to express their point of view in a safe environment and accompanied by a friend.
  - The person making the complaint will have the same opportunity.
- If a complaint is found against ACS, the committee must work to ensure that such discrimination, harassment or victimisation is not repeated in future, and must inform the members of how they propose to do this.
- If a complaint is found against ACS, the committee should work to resolve the complaint in a manner which is acceptable to the person who was subject to discrimination.
- If a complaint is against ACS is not upheld, the committee might wish to address issues which might have led to the complaint in the first place, e.g. lack of communication, to prevent similar situations in future.

### **4.. Policy Review**

The policy will be reviewed every 3 years by the committee. Members of ACS will be informed of any changes to the policy and be invited to comment.

Approved: January 2024

Review: January 2027