



Radcliffe on Trent Male Voice Choir

Equal, Diversity, and Inclusion (EDI) policy

Introduction

Radcliffe on Trent Male Voice Choir (RoT MVC) is a choir that offers membership and provides musical activities for people aged 18 years or older, who are able to sing with one or more of the following voice ranges: Tenor 1, Tenor 2, Baritone, Bass.

Membership and activities are open and welcoming to everybody entitled to become a member. This EDI policy is based on a template provided by "Making Music"¹.

We are committed against unlawful discrimination in providing activities / services / facilities to members, staff, the public, and anyone connected to or involved with the choir.

In accordance with the Equality Act 2010, we will not unlawfully discriminate because of:

- age
- disability
- gender reassignment
- marriage and civil partnership
- pregnancy and maternity
- race (including colour, nationality, ethnic or national origin)
- religion or belief
- sex
- sexual orientation.

In addition to these legally protected characteristics, we are also committed to promoting equality of opportunity regardless of social class and socio-economic background.

This policy applies to everyone connected with RoT MVC. This includes, but is not limited to: choir members, volunteers / helpers, staff, individuals engaged to provide a service, individuals applying to volunteer or work with us, supporters, and members of the public attending our events.

Aims

RoT MVC aims to:

- Provide and promote equality of opportunity and equitable treatment for everyone
- Make our activities accessible and inclusive by removing barriers to entry
- Encourage, celebrate, and value diversity and inclusion
- Ensure every member feels respected and able to give their best
- Eliminate unlawful direct and indirect discrimination, harassment, bullying, and victimisation

Responsibilities

- The Chairman and choir committee is the EDI lead and is 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.
- Everybody, that is the choir members, staff, and all involved are responsible for implementing the policy.

General practice

RoT MVC will treat everyone equally regardless of their age, disability, gender reassignment, marriage or civil partnership, pregnancy or maternity, race, religion or belief, sex, sexual orientation, class and socio-economic background.

RoT MVC will promote equality of access, within the membership criteria², to membership and musical activities and opportunities.

We will ensure no one receives less favourable treatment or is disadvantaged by the criteria and characteristics set out in the introduction. This includes but is not limited to:

- Individuals accessing membership within the membership criteria
- Individuals accessing musical activities and opportunities
- Volunteers, staff, or people engaged to provide a service
- Individuals applying to join, volunteer or work with RoT MVC.

We acknowledge our responsibility to make reasonable adjustments to our activity to enable access under the Equality Act 2010.

We will select candidates for volunteering or paid opportunities based on their skills, qualifications and experience.

RoT MVC's commitment to anti-discriminatory practice relates to all kinds of discrimination:

- Direct discrimination, where someone is treated less favourably than another because they have a protected characteristic
- Indirect discrimination, where a requirement or a condition is applied that has a detrimental effect on a particular group or individual. This applies even if there was not a deliberate intention to discriminate
- Associative discrimination, where direct discrimination against someone occurs because they associate with another person who has a protected characteristic
- Perceptive discrimination, where direct discrimination against someone occurs because others think they have a protected characteristic even if they do not possess that characteristic
- Harassment, where unwanted behaviour related to a protected characteristic occurs that violates a person's dignity or creates an intimidating, hostile, degrading, humiliating or offensive environment for them. This applies even if the conduct is not directed at the individual or if they do not have the protected characteristic
- Third party harassment, which recognises potential liability for the harassment of someone connected to the group by external contacts
- Victimisation, when someone is treated badly because they have made or supported a complaint, or it is thought that they have done so.

Inclusion and respect

- RoT MVC will:
 - treat everyone in a respectful manner and ensure they are made to feel equally welcome and included in all activities
 - provide an environment in which the contribution and needs of everyone are fully valued and recognised.
- All choir members, staff, volunteers, those providing a service, supporters and those representing RoT MVC are expected to treat each other with respect and dignity and ensure activities are welcoming and inclusive for all
- Inappropriate, violent or abusive behaviour or otherwise offensive and inflammatory remarks and behaviour are not acceptable. These constitute harassment and have no place in RoT MVC.

We will support our choir members, volunteers, staff, those providing a service, supporters, and audience members in not tolerating any inappropriate, violent or abusive behaviour from other choir members, volunteers, staff, those providing a service, supporters, audience members, and other organisations.

Removing barriers

RoT MVC is committed to making sure its activities are accessible and inclusive.

We recognise that there may be a range of barriers that could stop individuals accessing our activities or feeling included in them. These barriers may not always be obvious or visible and could be:

- Physical
- Practical
- Cultural.

We will work to identify any such barriers and take reasonable measures to remove them.

Dealing with Complaints

- If any choir member, volunteer, staff, person providing a service. or supporter feels they have been discriminated against, harassed or victimised, they should raise it with Chairman, or 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 take part in 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 to be upheld, the committee will work to ensure that such discrimination, harassment or victimisation is not repeated in future, and will inform the choir members and those involved of how they propose to do this
- If a complaint is found to be upheld, the committee should work to resolve the complaint in a manner which is acceptable to the person or persons who were subject to discrimination.
- If a complaint 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.

Policy review

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

References

1. Making Music.
2. People of any age 18 years and more,,able to sing with one or more of these voice ranges: Tenor 1, Tenor 2, Baritone, Bass.

William Whitehouse 22-04-2024

Approved by RoTMVC Committee April 2024.

Review date 01-04-2026