



Equality, Diversity & Inclusion Policy

Vivace Chorus is committed to encouraging equality, diversity and inclusion among our members, prospective members, freelance staff, volunteers and supporters. We aim to create an open and friendly environment which promotes respect, positive relationships and understanding between everyone participating in our activities.

1 – Protected and unprotected characteristics

We will not tolerate discrimination, harassment, or victimisation of someone because they have or are perceived to have a 'protected characteristic' or are associated with someone who has a protected characteristic.

The Equality Act 2010 defines protected characteristics as:

- 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.

In addition to the legally protected characteristics above, Vivace Chorus recognise that there are other unprotected characteristics which may lead to prejudice/discrimination, such as:

- education
- height or weight
- physical or mental ill health which does not meet the legal definition of disability
- perceived "class" or socio-economic background.

Vivace Chorus will not tolerate discriminatory acts, behaviour or language relating to any of the characteristics set out above, or any other form of prejudice, harassment or victimisation.

2 – Equality

Vivace Chorus will provide equal access to membership, musical activities, and opportunities (following a successful audition).

No member, prospective member, freelance worker or volunteer will receive less favourable treatment or be disadvantaged by the characteristics set out in section 1 above.

We will make reasonable adjustments to ensure equality of opportunity for people with a disability – see section 5 below.

3 - Diversity

Membership is open to anyone who passes an audition and is over school leaving age.

We recognise that our members and those associated with us bring diversity from their different backgrounds, knowledge, skills, needs and experiences. We welcome and respect this diversity, and aim to utilise it to create a cohesive community where different views are valued and respected.

4 – Inclusion

We will treat all members, potential members, freelance staff, volunteers and supporters with respect, and ensure they are made to feel equally welcome, accepted for who they are, and included in all activities of the choir.

5 – Reasonable adjustments

We aim to use venues that are accessible to all for rehearsals, concerts and any other activities or events we undertake.

We will make reasonable adjustments for members, prospective members, freelance staff and volunteers if they have a disability and are put at a substantial disadvantage by a 'provision, criterion or practice', compared to someone without that disability.

When deciding whether an adjustment is reasonable we will consider:

- how effective the change will be in avoiding the disadvantage
- its practicality
- the cost
- Vivace Chorus' resources and size

- whether Vivace Chorus has the capacity/ability to make the adjustment, e.g. at a hired venue
- the availability of external financial support.

Our aim will be, as far as possible, to remove or reduce any substantial disadvantage faced by a person with a disability.

6 – Complaints or concerns

If anyone feels they have been discriminated against, harassed or victimised whilst participating in Vivace Chorus activities, or they have overheard or witnessed discrimination within the choir, they should raise this with a member of the committee.

The committee will take complaints of discrimination very seriously. They will investigate the complaint, listening to all parties involved, and ensuring confidentiality is maintained.

We will support and encourage the victim of an alleged hate crime (such as threatening behaviour, assault, or harassment) committed against them because of their disability, transgender-identity, race, religion or belief, or sexual orientation to report this to the Police at the earliest possible opportunity. We will also support a victim of alleged sexual harassment or other harassment (in line with the Protection From Harassment Act 1997) to report this to the Police. This may mean that the committee need to delay their own investigation until the outcome of a Police investigation is known.

If the committee reasonably believe that discrimination, harassment or victimisation has taken place, they will take appropriate action, up to and including permanent dismissal from the choir.

We will keep confidential records of any discrimination, harassment or victimisation concerns or allegations.

Policy agreed by:	Vivace Chorus Committee
Date policy agreed:	March 2023
Author:	Michelle Mumford MCIPD (Hon. Secretary)
Date of next review:	March 2024