

Farnham Youth Choir

Equality, Diversity and Inclusion policy

Drafted January 2024 to be reviewed in January 2027

Aims of this policy:

To outline the commitment of Farnham Youth Choir (FYC) to treat all people equally and with respect regardless of their age, disability, gender reassignment, marriage or civil partnership, pregnancy or maternity, race, religion or belief, sex or sexual orientation.

Legal basis for this policy: Equality Act 2010

What do we do to ensure equality and to promote diversity?

Recruitment:

We ensure that singers are recruited to our choirs using a range of methods: local advertising, parent/carer referrals, social media, our website, contact with local schools etc. We hope to ensure a membership that is open and available to young people from all backgrounds in our local community. To this end, we have also established a Bursary Fund that ensures that no singer is excluded from participation on financial grounds. Auditions are carried out openly and fairly and without discrimination on any grounds. FYC is committed to making reasonable adjustments to ensure that all individuals who audition successfully are able to participate. Other policies promote equality, for example, our uniform policy is gender neutral.

Membership:

We ensure that all singers are given opportunities to participate fully in the choirs' activities. We do this by: asking for volunteers; being open about what opportunities are available; supporting our families to ensure that all are able to participate (encouraging lift shares, helping with paperwork, etc.); we encourage a caring team spirit within our choirs, empowering our young people to lead within the choirs and to actively ensure that all are included.

Code of Conduct

People working for, being a member of, or otherwise interacting with our charity, will be treated with dignity and respect regardless of race, nationality, sex, sexual orientation, gender reassignment, disability and/or age.

At all times people's feelings will be valued and respected. Sexist, racist, homophobic, transphobic, ableist or otherwise offensive and inflammatory remarks and behaviour are not acceptable.

No one will be harassed, abused or intimidated on the grounds of his or her race, nationality, sex, sexual orientation, gender reassignment, disability or age, or on any other grounds. Allegations of harassment will be taken seriously.

Complaints

Individuals can take complaints of discrimination or harassment to the Board of Trustees via our complaints policy.

Complaints of harassment or discrimination will be taken very seriously. The Board will investigate thoroughly, and provide opportunities for the person making the complaint to speak in a safe environment about their experience. If the complaint is against a particular individual, the Committee will hear their point of view. The Committee will decide the action to take based on the principle of ensuring the continued inclusion and safety of any member who has experienced discrimination or harassment.