



## **EQUALITY, DIVERSITY & INCLUSION POLICY**

This policy sets out how Southend Bach Choir is committed to supporting and promoting Equality, Diversity and Inclusion. This commitment is embraced by our trustees and informs all our activities and their impact on our members and other stakeholders. The policy applies to everyone involved with the choir, and everyone has an individual responsibility to uphold these standards.

### **Southend Bach Choir aims to:**

- Prevent discrimination, eliminate prejudice, promote inclusion and celebrate diversity within the choir.
- Be fair in our dealings with all people – trustees, staff, volunteers, members, audiences and partners – with whom we have relationships taking into account the diverse nature of their culture and backgrounds.
- Ensure equality, diversity and inclusion is embedded in everything we do.
- Create an environment free of bullying, harassment, victimisation and unlawful discrimination. Promoting dignity and respect for all, and where individual differences and contributions from all are recognised and valued.

Our policy covers all aspects of equality including age, disability, gender, gender reassignment, marital or civil partnership status, pregnancy or maternity, race (including colour, nationality, and ethnic or national origin), religion or belief or sexual orientation.

Our policy applies to everyone who receives a service from us, forms part of our governance, is employed by us, is a member of Southend Bach Choir, our Patrons or who volunteers for us.

It also aims to ensure that we comply with all our legal and regulatory responsibilities; current requirements are set out in the Equality Act 2010.

### **We will:**

- Comply with all legal and regulatory requirements which apply to the Equality Act's protected characteristics, i.e. race, religion or belief, sex, gender reassignment, marriage and civil partnership, pregnancy and maternity, sexual orientation, disability and age.
- Not discriminate in the arrangements we make for recruitment of new members, volunteers or employment.
- Ensure that all our policies and procedures are applied fairly and consistently and, where necessary, make reasonable adjustments to avoid or overcome any particular disadvantage these may cause and to promote equality.
- Take seriously complaints of bullying, harassment, victimisation and unlawful discrimination by all involved in the Choirs activities.