

# ***D*aventry *C*horal *S*ociety**

## **EQUALITY & DISABILITY POLICY**

### **General Framework**

Daventry Choral Society recognises that certain groups of people suffer discrimination and disadvantage because of their race, gender, age, disability, religion or sexual orientation. In carrying out its objective to educate the public in the arts and sciences and in particular the art and science of music, by the presentation of concerts and other activities, Daventry Choral Society shall do so with regard to the need to provide equality of opportunity and work towards the elimination of inequality.

To implement this policy the Society will:

- Identify and respond where practicable to the needs of people from disadvantaged groups.
- Ensure as far as reasonably practicable that people from disadvantaged groups have equality of access, equality of treatment and equality of outcomes.
- Deal with complaints.
- Regularly to monitor concerts and other activities.
- Respond to feedback.

### **Scope of the Policy**

This policy applies to:

- Membership: people from all sections of society shall be welcomed as members of the Choir.
- Management: choir members from all sections of society shall be actively encouraged to join the Board of Trustees and Management Committee. Imbalances in the composition of these bodies shall be addressed where necessary through co-options and other measures.
- Empowerment: all members of the Board and Management Committee shall be empowered to enable them to contribute effectively to decision-making.
- Premises: the Choir will endeavour to ensure that premises it uses for rehearsals and concerts are accessible to people with a physical disability.

This policy shall be implemented in accord with the law of England and Wales.

Daventry Choral Society Commits itself to deal with any form of harassment which is brought to its attention.

### **Training**

Daventry Choral Society accepts responsibility for ensuring that all its Trustees, Officers and Committee members fully understand and implement the policy enshrined within this document.

### **Monitoring and Review**

Daventry Choral Society will keep this policy under periodic review and will monitor its impact on disadvantaged groups.