



EQUALITY, DIVERSITY AND INCLUSION POLICY

1. Statement of intent

Bracknell Choral Society (BCS) aims to create a safe and inclusive atmosphere for all of our members, volunteers and audiences and to promote musicality, friendship and respect and care for one another.

The Society is committed to treating its members, volunteers, supporters and contractors equally, regardless of their gender, disability, marital status, age, race, nationality, religion, sexual orientation, health, responsibility for dependents, political activity, physical or mental ill health, gender reassignment, pregnancy or maternity, class and socio-economic background.

2. Responsibilities

Overall responsibility for ensuring that BCS communicates and follows this Policy rests with the Trustees / Committee of BCS. The Committee is also responsible for the following:

Equality:

- identifying, promoting and ensuring equality of access to membership and musical and social activities, for members and potential members

Diversity:

- ensuring the diverse abilities and interests of members are taken into account when organising all events and activities
- ensuring that opportunities to join the Board of Trustees / Committee are offered to all members

Inclusion/Accessibility:

- Holding meetings and events in venues that are accessible to people with mobility issues, including wheelchair users if required
- Removing barriers of participation or enjoyment for other accessibility constraints e.g. hearing, sight, illness or age related conditions, wherever possible

Safeguarding:

- BCS has a separate Safeguarding policy.

Hiring:

- Ensuring equality and inclusivity when engaging musicians or service providers, such that the musician or service provider is not disadvantaged by the characteristics set out in the statement of intent of this Policy

All BCS members, volunteers and contractors are individually and collectively responsible for:

- Treating each other with respect and dignity and ensuring activities are welcoming and inclusive for all.
- Notifying the Committee of any inappropriate, violent, or abusive behaviour so that the situation can be investigated and addressed. The default point of contact is the Chair.

3. Complaints

BCS has a separate Complaints Policy.

4. Review

This Policy will be reviewed every 3 years by the Trustees / Committee.