

Carlton Community Choir (Halifax)

... those who wish to sing always find a song ...

Equality and Diversity Policy

Carlton Community Choir is an informal community group formed to share the joy of singing and companionship. One of our charitable objectives is to promote equality and diversity within our singers, committee, Board of Trustees and audience members. This policy outlines how CCC will implement our charitable objectives.

Carlton Community Choir (Halifax) is committed to encouraging and promoting diversity and inclusion in our choir. Everyone should be treated with dignity and respect at all times. Carlton Community Choir (Halifax) will take every possible step to tackle all forms of discrimination, inequality and unfair treatment whether intentional or unintentional, direct or indirect.

1. Purpose and aims of the policy

Carlton Community Choir (Halifax) have a clear commitment to create a diverse and safe environment for all singers, contractors, committee and board members.

The aims of the policy are:-

- To provide the legal framework and definitions surrounding equality, diversity and inclusion.
- To provide clear guidance for contractors, committee and board members on expected behaviours and responsibilities in a diverse and inclusive environment.
- To set out a fair and inclusive approach to the recruitment and selection of contractors / volunteer
- To ensure that equality, diversity and inclusion is embedded in all Carlton Community Choir (Halifax) practices and processes.
- To explain the possible effects of any breach of the policy.

All contractors and committee members, who work on behalf of Carlton Community Choir (Halifax) are expected to read and follow the principles of this policy. This policy is published on our website and singers are encouraged to read it.

This policy contains our guiding principles and contractors (staff team), committee and board members will strive to meet these principles.

Equality

Equality is about making sure that every individual has equal opportunities to make the most of their lives whatever their identity or background. Equality is not about treating everyone in the same way, it recognises that creating equal opportunities and outcomes for everyone may require different approaches for different individuals or groups.

Diversity

Diversity means valuing all differences between people, whether they are visible or not. It includes recognising everyone's different viewpoints, experiences and identities as organisational strengths. Diversity is about nurturing and celebrating differences so that everyone can contribute fully and realise their true potential.

Inclusion

Our choir is open to everyone regardless of faiths and ethnicity, socio-economic standing, sexual orientation and those who identify themselves as part of the LGBTQ+ community. Everyone is treated equally with respect and understanding.

2.Types of Discrimination

- Direct discrimination
- Discrimination by association or perception (sometimes referred to as indirect discrimination)
- Harassment
- Victimisation
- Bullying

Carlton Community Choir (Halifax) will do everything it can to make sure that people are treated fairly and equally across all protected characteristics by:-

- Preventing and addressing seriously all instances of discrimination and language that is inappropriate, offensive or insensitive.
- Challenging assumptions or stereotypes across all protected characteristics.
- Making environments accessible (accepting that sometimes that due to venues it may not be possible to make all events accessible to all)
- Co-developing effective reasonable adjustments with singers and those with temporary health needs or conditions.
- Focussing on singers, contractors & board members abilities and strengths, avoiding any assumptions about ability based on a person's identity or background.
- Adjusting repertoire and providing a 'buddy' system so that
 - those singers with little or no singing experience feel welcome and valued
 - those singers whose first language may not be English feel welcome and valued
 - Provide a range of repertoire to meet the changing needs of the singers
- Working with those who may have permanent or temporary requirements to access rehearsals by a variety of means this may include but is not limited to
 - providing 'Zoom' or 'Teams' access for those who are housebound
 - providing or accommodating physical aids where it is possible to do so

3. Responsibilities

The Board of Trustees is responsible for promoting equality, diversity and inclusion and for monitoring how this policy is put into effect.

All Board members , contractors and committee members are expected to become familiar with this policy and make sure that their behaviour and practice reflects its ethos.

4. Training and Support

All board members and contractors are encouraged to keep up to date with equality, diversity and inclusion training

5. Breach of policy

All complaints of discrimination will be sensitively and independently investigated. Any complaints which are upheld will result in appropriate action. This could include equality, diversity and inclusion training or, in the case of a serious breach removal from their role.

6. Review of Policy

The policy will be regularly reviewed to ensure that it is up to date and in line with the law.

Planned review date January 2026