

## **Crouch End Festival Chorus Equality and Diversity Policy**

### **Introduction**

CEFC recognises that discrimination exists within society and therefore has the potential to exist within the Chorus. This policy has been created to ensure that Crouch End Festival Chorus takes all reasonable measures to eliminate discrimination and encourage diversity and equality. The policy applies to all Trustees and committee members, the members of the Chorus and any artists with whom we contract for services, including Music Director and Accompanist.

Our members are selected solely on the basis of vocal ability, musicality and the discipline and ability to apply those skills within a group. Outside of these parameters, it is the intention of the Chorus to treat all people equally with respect and regardless of gender, sexual orientation, transgender identity, race, ethnic origin, religion/belief, disability or age. It is also expected that all Chorus members and contractors follow appropriate Equality and Diversity principles at all times when working on CEFC activities.

This policy will be made clear in our publicity and on our website.

NB: This policy should be read in conjunction with our Adult Safeguarding policy statement and our Prevention of Harassment code.

### **Objectives**

- To encourage more diversity in the audience which comes to hear CEFC in concert, or who join the Chorus and to develop and monitor a work plan in support of this
- To continue to offer discounted membership subscription rates to members who are retired, unemployed, or students
- To continue to agree a concert programme which reflect different cultures and backgrounds
- To check that our concert and rehearsal venues are accessible to people with disabilities
- To make our public online material available to be read in large print format.
- To facilitate cultural awareness so that the management committee and Trustees are confident that all members of the Chorus can act in ways sensitive to the needs of others
- To ensure that decisions taken by the Trustees and committee have recognised and taken into account equality and diversity where appropriate
- To provide the committee and Trustees appropriate guidance and support in equality and diversity issues where required

- To identify reporting and monitoring processes in which the Chorus can clearly demonstrate that its policy on equal opportunities has borne fruit (such as number of people attending concert who are disabled, greater cultural diversity in our membership through logging ethnicity of members)

### **Communication**

The singers will be notified of this in the notices, and new members directed to it together with other policies on the singers' pages of the website.

The Chorus will implement and monitor these objectives and, under the guidance of the Trustees of the Chorus, review this policy from time to time.

### **Review**

This policy will be regularly reviewed by the Trustees, will be posted on the CEFC public website, and will be included in the pack given to all new members.

<b>Policy title</b>	<b>Equality and Diversity Policy</b>
Date adopted	July 2015
Frequency of review	Every three years
Last reviewed	May 2018
Last approved by Trustees	July 2018
Next review due	July 2021