



Choirs Connected Equality and Diversity Policy

Created: October 2016 Review date: Oct 2017

Choirs Connected is committed to taking positive and proactive steps to ensure that we provide a safe and caring environment, free from discrimination, for everyone in our community.

1. Aims

- Our equal opportunities procedures aim to help everyone involved in Choirs Connected to counteract and eliminate both direct and indirect discrimination in decision-making, employment practices and provision and to ensure that our Choir strives to achieve equality of opportunity for all.
- Choirs Connected aims to provide a welcoming and caring environment that promotes and reflects cultural and social diversity and is equally accessible to all.
- Choirs Connected recognises that achieving the objectives of our Equality and Diversity Policy relies on the active involvement with our host school.
- Choirs Connected will endeavour to communicate regularly with parents/carers about the service that Choirs Connected provides, as a means of monitoring the effectiveness of its Equality and Diversity Policy.

To realise Choirs Connected's objective of creating an environment free from discrimination and welcoming to all, Choirs Connected has the following procedures

2. Admissions

- We reflect the diversity of members of our community in our publicity and promotional materials.
- We ensure that issues of race, colour, ethnicity, nationality, social background, religion, culture, gender, language, sexual orientation and disability do not inhibit a child from joining Choirs Connected.
- We treat all children and their parents/carers with equal concern and value.

3. Activities

- We have regard for promoting understanding, respect and awareness of diversity in planning and implementing Choirs Connected's programme of songs.

- We endeavour to create an environment of mutual respect and tolerance and help children to understand that discriminatory behaviour and remarks are hurtful and unacceptable
- Choirs Connected will challenge and take action against any offensive or discriminatory behaviour, language or attitudes with regards to race, colour, ethnicity, nationality, social background, religion, culture, gender, language, sexual orientation, disability and age.
- We ensure that the activities offered are inclusive of all children.
- We work in partnership with parents/carers to ensure that the medical and cultural needs of children are met
- We expect and support staff to act as positive role models to children by displaying and promoting tolerant and respectful behaviour, language and attitudes.

4. Staffing (Freelance Musicians and Volunteers)

- We ensure that the recruitment policies and procedures of Choirs Connected are open, fair and non-discriminatory.
- We endeavour to recruit freelance musicians and volunteers that reflect the make-up of our local community.
- We ensure that all staff are aware of, and understand, this Equality and Diversity policy.
- We take action against any member of staff found to be acting, or have been acting, in a discriminatory way, according to the provisions of the disciplinary procedures
- All the policies and procedures of Choirs Connected will be kept under review to ensure they do not operate in a discriminatory manner or in any way against its commitment to equal opportunities.