



Singing for all ages

# S C Choirs

## Equality Policy

This policy applies to anyone responsible for recruiting, selecting and inducting staff, including the board of trustees, paid staff, volunteers and sessional workers, students or anyone working on behalf of S C Choirs and all who participate in shortlisting and interview panels.

S C Choirs is committed to promoting the welfare of children and young people and keeping them safe.

We are also committed to equality, valuing diversity and working inclusively across all of our activities.

We aim to have a workforce that represents a variety of backgrounds and cultures and can provide the relevant knowledge, abilities and skills for our organisation.

### **The purpose of the policy:**

- to eliminate discrimination
- to encourage diversity amongst our workforce and our members
- to support our aim to be representative of all sections of society
- to ensure that all members and our workforce feels respected and able to give of their best
- to provide equality and fairness for all and not discriminate on the grounds of gender, gender assignment, marital status (including Civil Partnerships), race, ethnic origin, colour, nationality, disability, sexual orientation, religion or age
- we oppose all forms of unlawful and unfair discrimination

All employees, whether part-time, full-time or temporary, will be treated fairly and with respect. Selection for employment, promotion, training or any other benefit will be on the basis of aptitude and ability. All employees will be helped and encouraged to develop their full potential and the talents and resources of the workforce will be fully utilised to maximise the efficiency of the organisation.

### **We recognise that:**

- all employees and members will be treated fairly and with respect
- selection for employment will be on the basis of aptitude and ability
- membership will be open to all
- some groups face unfair discrimination

### **We will seek to ensure equality by:**

- creating an environment in which individual differences and the contributions of all will be recognised and valued
- ensuring that all everyone is entitled to experience an environment that promotes dignity and respect to all; no form of intimidation, bullying or harassment will be tolerated
- training, development and performance opportunities will be available to all members and all staff
- reviewing our employment practices and procedures to ensure fairness
- treating breaches of our Equality Policy as misconduct that could lead to disciplinary procedures
- promoting S C Choirs in the wider Birmingham and surrounding area to offer the opportunity of membership to all
- promote S C Choirs to schools outside of the Four Oaks Cluster area
- ensuring equality of access to rehearsal venues

**We are committed to reviewing our policy and good practice annually.**

This policy was last reviewed on: 26<sup>th</sup> February 2016

Signed: .....

(this should be signed by the most senior person in your organization; eg the safeguarding lead on your board of trustees)