



South Norfolk Community Choir Equality and Diversity Policy

SNCC Values Statement

South Norfolk Community Choir believes in equality and values diversity in all its dealings. South Norfolk Community Choir does not tolerate discrimination on the basis of gender, age, disability, race, religion or belief, sexuality or social class. We aim to provide accessible projects, delivered in a way that accommodates the needs of each individual and does not exclude anyone.

South Norfolk Community Choir intends to embed its values statement around equality and diversity into everyday practice, policies and procedures so that they become the norm. Equality and diversity is a regular item for discussion at trustees meetings.

Equality is about ensuring that access to opportunities are available to all by taking account of people's differing needs and capabilities. Diversity is about recognising and valuing differences through inclusion, regardless of difference or perceived difference.

South Norfolk Community Choir is committed to

- working within the legislation;
- encouraging and valuing diversity through monitoring, gathering feedback and making changes as a result
- providing an environment which is free from harassment, bullying and discrimination;
- having an effective complaints procedure

Legislation

Legislation offers protection from discrimination on the grounds of sex, marriage including civil partnership, gender reassignment, race, ethnic origin, nationality, national origin, colour, disability, religion or belief, sexual orientation and age.

South Norfolk Community Choir will not discriminate on any of these grounds in any of its practices or its relationship with participants.

Monitoring

South Norfolk Community Choir trustees are responsible for monitoring the practices of the Choir Leader who is responsible for upholding best practice in the area of equalities and diversity and in reporting to trustees on this on a regular basis at trustees' meetings.

Freedom from Bullying and Harassment

South Norfolk Community Choir is committed to creating an environment which is free from bullying and harassment and where everyone understands that their contribution is valued. All complaints of bullying or harassment will be taken seriously and investigated speedily and confidentially.

Making a Complaint

South Norfolk Community Choir Complaints Procedure is the mechanism participants can use to highlight poor practice or complain about South Norfolk Community Choir. It includes the ways in which complaints will be addressed.

Date of adoption by South Norfolk Community Choir Trustees: 6/6/2019

Review date: 6/6/2021