



# Leeds People's Choir

## Equal Opportunities Policy

### STATEMENT OF POLICY

Leeds People's Choir (LPC) recognises that it is essential to provide equal opportunities to all persons without discrimination. LPC is committed not only to its legal obligations but also to the positive promotion of equality and opportunity in all aspects of its training. It emphasises that discrimination is unacceptable conduct which may lead to expulsion from the organisation. LPC promotes a learning environment that is free from discrimination and prejudice and provides equality of opportunity for all. It operates an Equal Opportunities Policy and offers participation to people of all backgrounds regardless of age, gender, sexual orientation, physical ability, marital status, religion or ethnic origin.

This document and the Policy Statement signify the intent of LPC to achieve equality of opportunity in all practices of the organisation. The Policy applies to all participants in rehearsing, workshops, any and all audiences and also to any potentially employed staff.

LPC will endeavour to provide a positive environment being supportive of those from under-represented groups. In implementing the Policy, LPC will recognise the different and special needs of the groups who may experience discrimination.

All participants in the organisation will be made aware of the provisions of this policy.

### IMPLEMENTING THE POLICY

#### 1. Recruitment to the choir

Any advertisements will give sufficiently clear and accurate information to enable potential participants to assess their own suitability for inclusion.

Information will be provided in such a manner that does not restrict its audience in terms of gender, race, marital status, disability, age, sexual orientation or religion.

## 2. **Diversity**

LPC supports and promotes diversity. It believes that diversity makes for an informed, creative and effective environment. It encourages participants from a very broad diversity of backgrounds, with varying abilities, beliefs and attitudes to join it and to experience a variety of music.

## 3. **Equal Opportunities**

### i) **Age**

LPC will not apply an age restriction of any kind to their public activities. However, any child under the age of 18 must be accompanied by a Parent or Guardian. A Child Protection Policy is in place.

### ii) **Marital Status**

LPC recognises that a person's marital status is a personal matter and has absolutely no bearing on any matters pertaining to LPC.

### iii) **Religion**

LPC recognises that a person's religion status is a personal matter and has absolutely no bearing on any matters pertaining to LPC

### iv) **Ethnic Minorities**

LPC will actively combat any harassment, discrimination or disadvantage and will respond promptly to any incident.

### v) **Gender**

LPC will gear their participant practices so that the needs of all genders are catered for without bias. The organisation will undertake all appropriate steps to deal with cases of sexual harassment, whether verbal or physical towards anyone.

### vi) **People with Disabilities**

LPC recognises that discrimination on the grounds of disability may arise either intentionally or through ignorance. It will seek to appreciate and understand the wide variety of needs of people with disabilities and seek advice from specialist bodies where necessary. The organisation will endeavour to provide all practicable facilities for disabled participants.

### vii) **Sexual Orientation**

LPC recognises that a person's sexuality is a personal matter and has absolutely no bearing on any matters pertaining to LPC

#### **4. Participants**

All participants will be made aware of the LPC Equal Opportunities Policy on joining.

#### **5. Equal Opportunities Officer**

A designated Equal Opportunities officer will be the first point of contact for any grievance raised by any participant.

#### **6. Grievance Procedure**

In the event of a grievance being raised, the issue will be brought to the attention of a Committee member who will address the situation. All grievances and subsequent action will be documented by a designated Minute Secretary.

### **REVIEWING**

LPC will review this policy at least annually.

The Equal Opportunities Policy is available on the LPC website.

Equal Opportunities Officer: Caron Walker

**Reviewed : 22/10/19**