

# Reading Male Voice Choir Equality and Diversity Policy

Charity No 294105



## **1.0 Application**

1.1 This policy applies to Trustees, Members and the Musical Director and Deputy of Reading Male Voice Choir (RMVC).

## **2.0 Principles**

2.1 In carrying out its functions RMVC is committed to promoting equality of opportunity for all, and to ensuring that no individual is discriminated against in the planning and delivery of any of our activities.

2.2 We therefore aim to ensure that the values of equality, diversity, and respect for all are embedded into everything that we do.

2.3 This policy is intended to demonstrate RMVC's commitment to eliminating discrimination and encouraging and valuing diversity among Members, Trustees and Musical Directors.

2.4 We recognise our responsibilities and are committed to meeting them in full. We believe that a culture that embraces equality and values diversity will help us to ensure that everyone feels involved and included in our plans, programmes and activities.

2.5 We aim to create an environment which respects and welcomes everyone, and in which no form of bullying, harassment, disrespectful or discriminatory behaviour is tolerated by anyone towards anyone.

## **3.0. Our responsibilities**

3.1 RMVC understands that for equality to be achieved this policy needs to be understood by all Members and Trustees.

3.2 All RMVC Members, Trustees and Musical Directors have a responsibility to ensure that their own language and actions are consistent with the spirit as well as the contents of this policy.

3.3 Overall responsibility for the implementation of this policy lies with RMVC Trustees.

## **4.0. Our commitments**

4.1 RMVC recognises that an Equality and Diversity Policy alone is not enough to ensure that equality and diversity are central to everything that we do.

4.2 We will seek to create an environment in which diversity and the contributions of all Members are recognised and valued in all that we do.

## **5.0. Working with others**

5.1 When working with other organisations, primarily concert organisers, we will seek to ensure that they share our commitment to equality and diversity.

5.2 In addition we are committed to using accessible venues for events and meetings and using plain English, and offering accessible communications, for example, emails, letters, reports and publicity materials as far as it is within our means to do so.

## **6.0. Review**

6.1 We recognise that it is important for us to regularly review this policy to ensure that it reflects up to date equality legislation and best practice.

6.2 A review of our Equality and Diversity Policy will be carried out on an annual basis.

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