

Ealing Choral Society

Equal Opportunities Policy

November 2024

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1. Aims:

Ealing Choral Society is a music group that offers membership and provides musical activities for persons aged 16 and over who are able to contribute to choral performances at a standard acceptable to the Director of Music demonstrated through voice tests at entry and every 4 years (the membership criteria).

- We aim to ensure that membership and activities are open and welcoming to everybody entitled to become a member and will treat all members equally regardless of their age, disability, gender reassignment, marriage or civil partnership, pregnancy or maternity, race, religion or belief, sex, sexual orientation, class and socio-economic background.
- We aim to treat our volunteers, staff and supporters equally regardless of their age, disability, gender reassignment, marriage or civil partnership, pregnancy or maternity, race, religion or belief, sex, sexual orientation, class and socio-economic background.
- The Chairman is responsible for providing advice and guidance on equality and diversity issues, and to ensure the Equality and Diversity Policy is kept up to date.

2. Equality of opportunity - Ealing Choral Society aims to:

- promote equality for its members and potential members in access to membership and musical activities and opportunities within the membership criteria.
- ensure no member or potential member will receive less favourable treatment or is disadvantaged by the criteria and characteristics set out in the introduction within the membership criteria.
- ensure no individual wishing to volunteer or work for (including on a freelance basis) Ealing Choral Society will receive less favourable treatment or is disadvantaged by the criteria and characteristics set out in the aims.

3. Inclusion and respect:

- Ealing Choral Society values its members, staff, volunteers and supporters and will do all it can to:
 - treat them in a respectful manner and ensure they are made to feel equally welcome and included in all activities.
 - provide an environment in which the contribution and needs of everyone are fully valued and recognised.
- Accordingly all members, staff, volunteers, supporters and those representing Ealing Choral Society are expected to treat each other with respect and dignity and ensure activities are welcoming and inclusive for all.

- Inappropriate, violent or abusive behaviour or otherwise offensive and inflammatory remarks and behaviour are not acceptable. These constitute harassment, and have no place in Ealing Choral Society.
- Ealing Choral Society will support our members, volunteers, staff and supporters in not tolerating any inappropriate, violent or abusive behaviour from other group members, volunteers, colleagues, other organisations or customers.

4. Accessibility:

Ealing Choral Society aims to use venues that are accessible to all (as far as is possible) for rehearsals, concerts and any other activities or events it undertakes.

5. Dealing with Complaints:

- If any member, volunteer, staff or supporter feels they have been discriminated against or harassed they should raise it with the committee.
- The committee will take complaints of discrimination and harassment seriously.
- The committee will investigate the complaint, listening to all parties involved:
 - If the complaint is against a committee member, that member will not be part of conducting the investigation.
 - If the complaint is against an individual, that individual will have the opportunity to express their point of view in a safe environment and accompanied by a friend.
 - The person making the complaint will have the same opportunity.
- If a complaint is found against Ealing Choral Society, the committee must work to ensure that such discrimination is not repeated in the future, and must inform the members of how they propose to do this.

6. Employment practices – general:

- Ealing Choral Society aims to promote equality and inclusivity as an employer and shall ensure that no volunteer, employee, person engaged to provide a service (e.g. freelance) or job/volunteer applicant receives less favourable treatment or is disadvantaged by the characteristics set out in the aims of this policy
- Ealing Choral Society selects all candidates for interview based on their skills, qualifications and experience.
- Selection, recruitment, training, promotion and employment practices will be subject to regular review to ensure that they comply with the Equality and Diversity Policy.

- Ealing Choral Society regards discrimination, abuse, harassment, victimisation or bullying of staff or volunteers in the course of work as disciplinary offences that could be regarded as gross misconduct.

7. Request for DBS checks for current and potential members, staff and volunteers – with reference to ex-offenders:

7.1 General:

- In assessing applicants' suitability for positions which are included in the Rehabilitation of Offenders Act 1974 (Exceptions) Order using criminal record checks processed through the Disclosure and Barring Service (DBS), Ealing Choral Society complies fully with the code of practice and undertakes to treat all applicants for positions fairly.
- Ealing Choral Society actively promotes equality of opportunity for all with the right mix of talent, skills and potential and welcome applications from a wide range of candidates, including those with criminal records.

7.2 Request of DBS checks:

- An application for a criminal record check is only submitted to DBS after a thorough risk assessment has indicated that one is both proportionate and relevant to the position concerned.
- For those positions where a criminal record check is identified as necessary, all application forms, job adverts and recruitment briefs will contain a statement that an application for a DBS certificate will be submitted in the event of the individual being offered the position.
- Ealing Choral Society can only ask an individual to provide details of convictions and cautions that Ealing Choral Society are legally entitled to know about, and where a DBS certificate at either standard or enhanced level can legally be requested (where the position is one that is included in the Rehabilitation of Offenders Act 1974 (Exceptions) Order 1975 as amended, and, where appropriate, Police Act Regulations as amended).
- Ealing Choral Society makes every subject of a criminal record check submitted to DBS aware of the existence of the code of practice and makes a copy available on request.

8. Outcome of check and selection process:

- Ealing Choral Society undertakes not to discriminate unfairly against any subject of a criminal record check on the basis of a conviction or other information revealed.

- Ealing Choral Society undertakes to discuss any matter revealed on a DBS certificate with the individual seeking the position before withdrawing a conditional offer of employment.
- In an interview or separate discussion Ealing Choral Society will:
 - only ask an individual about convictions and cautions that are not protected
 - ensure an open and measured discussion takes place on the subject of any offences or other matter that might be relevant to the position.
- Failure to reveal information that is directly relevant to the position sought could lead to withdrawal of an offer of employment.

9. Responsibilities:

Ealing Choral Society ensures that all those who are involved in the recruitment process are:

- aware of the Ealing Choral Society equality and diversity policy.
- aware of when and what type of DBS check is appropriate.
- have read the DBS code of practice.
- have read the Making Music guidance on safeguarding and DBS checks.
- have read Ealing Choral Society Safeguarding Policy.

10. Policy review:

The policy will be reviewed annually by the committee. Members of Ealing Choral Society will be informed of any changes to the policy.