

The Equality Act 2010 came into force on 1st October 2010 and replaced previous anti-discrimination laws with a single Act. Its purpose was to simplify the law and to strengthen it in order to tackle discrimination and inequality.

Epsom Choral Society has a commitment to equality of opportunity for all and seeks to eliminate discrimination by recognising the needs of the individual.

Epsom Choral Society aims to create an open and friendly atmosphere where there is mutual respect and where no individual feels isolated or uncomfortable participating in activities. This applies to members of the society, contracted professionals,¹ performing guests and potential audience members².

Aim of policy

The aim of the Equality Policy is to ensure that the activities of Epsom Choral Society are open to all individuals without audition and that no one shall be refused on the grounds of gender, race, ethnicity, sexual orientation, disability, age, religious beliefs or financial standing.

Objectives

To implement this policy, Epsom Choral Society will:

- Identify and respond, where practicable, to the individual needs of people, including financial difficulties, sightlines at performances, access to accessible scores etc to ³ensure equality of access, equality of treatment and equality of outcomes.
- Actively seek and respond to individual requests and, where necessary, respond to their ⁴concerns to facilitate participation in rehearsals and concerts.
- Endeavour to ensure that the premises that it uses for rehearsals and concerts are accessible, as far as is practicable, to people with a physical disability.

¹ 'contracted professionals', inserted 17.06.25

² 'members' inserted 17.06.25

³ 'including financial difficulties, sightlines at performances, access to accessible scores etc to' added 17.06.25

⁴ 'where necessary, respond to their' added 17.06.25

- Endeavour to provide publicity material that presents appropriate and positive messages to promote widening participation. This may include making choir information available, on request, in large print or on tape and providing information on the availability of practice CDs etc.
- To keep under review the scope of the works that Epsom Choral Society might perform to include, but not exclusively, the gender of the composer⁵
- Monitor all activities of Epsom Choral Society and this policy, at intervals, and consider its effectiveness and compliance with current English Law.

Dealing with Complaints

If any member, professional, volunteer or supporter feels they have been discriminated against, or treated unfairly or disrespectfully, they should raise it with the committee. The contact point in the first instance should be the Chair.

The committee will investigate the complaint, listening to all parties involved. If the complaint is against a committee member, that member will not take part in the investigation.

If the complaint is against an individual, that person will have the opportunity to express their point of view, accompanied by a friend. The person making the complaint will have the same opportunity.

If the complaint is considered justified, the Committee must decide how to deal with the matter and how such situations might be avoided in the future.

Original policy was approved by a vote of the ECS General Committee on Tuesday 22nd March 2022

Reviewed and approved in committee 17th June 2025

⁵ Entire bullet point added 17.06.25