



Epsom Choral Society

Equality and Diversity Policy

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, performing guests and potential audience.

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, ensuring equality of access, equality of treatment and equality of outcomes.
- Actively seek and respond to individual requests and concerns 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.
- 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.

- Monitor all activities of Epsom Choral Society and this policy, at intervals, and consider its effectiveness and compliance with current English Law.

Approved by a vote of the ECS General Committee on Thursday 25th of March 2021

First review: 2022