



The Southend Choirs

P.O. Box 6, Civic Centre, Victoria Avenue,
Southend on Sea, Essex SS2 6ER
Telephone: 01702 215623 www.southendchoirs.org.uk

Equal Opportunities & Diversity Policy

Introduction

As a UK registered charity, the Southend Boys' Choir and Southend Girls' Choir CIO ("The Southend Choirs CIO") are committed to equality of opportunity for all.

Who is covered by this policy?

This policy applies to the trustees, musical directors, chaperones, volunteers and all other individuals working within or on behalf of The Southend Choirs CIO. The Southend Choirs CIO is also required to take appropriate steps to establish that the Partners and Associates with whom it works comply with equal opportunities & diversity in line with the terms of this stated policy.

Who is responsible for this policy?

The Board of Trustees has responsibility for ensuring that this Equal Opportunities & Diversity policy is appropriate and adequate.

The Chair of Trustees has day-to-day responsibility for implementing this policy and monitoring its effectiveness.

The trustees, musical directors, chaperones, volunteers and choir members are all responsible for adhering to the terms of this policy and for reporting suspected instances of non-compliance with it.

The Choir Members

No young person should receive less favourable treatment on the basis of, nor suffer disadvantage by reason of:

- Class
- Ethnic origin, nationality (or statelessness) or race
- Gender
- Marital or sexual status
- Mental or physical ability
- Political or religious belief

The Southend Choirs oppose all forms of racism and all members of The Southend Choirs should seek to practise that equality, especially in promoting The Southend Choirs.

Trustees, Musical Directors, Chaperones & Volunteers

To carry out its work, The Southend Choirs CIO seeks to appoint effective and appropriate trustees, musical directors, chaperones, associated support staff and to involve other volunteers in supporting roles, all of whom are required to accept fully the responsibilities of their commitment.

The overriding considerations in making all appointments in The Southend Choirs CIO shall be the safety and security of young people, and their continued development in accordance with its constitution.

Accordingly, all those whom accept roles within The Southend Choirs CIO must be 'fit and proper' persons to undertake the duties of the particular position to which they have been appointed.

In making an appointment it may be appropriate to consider the gender and/or ethnicity of the potential appointee to ensure appropriate composition of trustees, chaperones and supporting teams.

The physical and mental ability of a particular potential appointee to fulfil a particular role will always be a relevant factor to consider.



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Within these constraints, and those imposed by the need to ensure:

- The safety and security of young people
- The continued development of young people
- Equal opportunities for all

No person volunteering their services should receive less favourable treatment on the basis of, nor suffer disadvantage by reason of:

- Age
- Class
- Ethnic origin, nationality (or statelessness) or race
- Gender
- Marital or sexual status
- Mental or physical ability
- Political or religious belief

Prevention of discrimination

The Board of Trustees undertake to establish procedures that ensure equal opportunity to take place, including proper leadership and appropriate trustee, volunteer and contractor screening and vetting procedures.

The Board of Trustees will undertake to carry out thorough and prompt investigation of suspected discrimination and to take appropriate disciplinary or other appropriate action against the perpetrators of discrimination or attempted discrimination.

Individuals involved with The Southend Choirs CIO are required to:

- Alert the Board of Trustees where they believe that the Equal Opportunities & Diversity policy is at risk whether through poor procedures or lack of adherence to the principles of this policy;
- Report details of any suspected or actual discrimination to a trustee in the first instance or, where the trustee may be implicated in the discrimination, then the details should be reported directly to the Chair of Trustees.

Trustees, musical directors, chaperones, volunteers and any others acting on behalf of The Southend Choirs CIO including agents and contractors who breach this Equal Opportunities & Diversity policy will be subject to disciplinary or other appropriate action, which may result in dismissal. The Southend Choirs CIO reserves the right to terminate contractual relationships with Partners and Associates who breach this policy.

All trustees, musical directors, chaperones and volunteers will receive appropriate induction and regular further training on how to implement and adhere to this anti-fraud policy.

Monitoring and review

The Board of Trustees will review the policy, its suitability and proper implementation at least annually to obtain assurance that they are appropriate and adequate in minimising the risk of discrimination.