



The Barnes Choir

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.

The Barnes Choir has a commitment to equal opportunity for all and seeks to eliminate discrimination by recognising the needs of the individual. As an organisation, we seek to:

- create an open and friendly atmosphere where there is mutual respect among members;
- ensure that no individual feels isolated or uncomfortable participating in activities; and
- cater for the needs of individuals, as far as we are able.

This commitment applies to members of The Barnes Choir, contracted professionals, performing guests and potential audience members.

Aim of policy

The aim of the Equality and Diversity Policy is to ensure that the activities of The Barnes Choir 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, The Barnes Choir will:

1. Identify and respond, where practicable, to the individual needs of people, including financial difficulties, sightlines at performances, equality of access, equality of treatment and equality of outcomes.
2. Actively seek and respond to individual requests and, where necessary, respond to their concerns to facilitate participation in rehearsals and concerts.
3. 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.
4. Endeavour to produce publicity material that presents appropriate and positive messages to promote widening participation.
5. To keep under review the scope of the works that The Barnes Choir might perform.
6. Monitor all activities of The Barnes Choir 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 Barnes Choir Committee on 17 October 2025

To be reviewed: October 2027