

## **Crouch End Festival Chorus Equality, Diversity and Inclusion Policy**

### **Purpose**

Crouch End Festival Chorus (CEFC) aims to be a diverse, inclusive and welcoming organisation in which people from all backgrounds are actively enabled to participate.

This policy has been created to ensure that CEFC takes all reasonable measures (i) to encourage diversity and inclusion, and (ii) to eliminate discrimination.

### **Scope**

The policy applies to all members of the chorus, guests of the chorus, trustees, committee members and any artists with whom we contract for services, including music director and accompanist. All chorus members, guests and contractors are expected to follow our principles at all times when working on CEFC activities.

The policy should be read in conjunction with the following CEFC documents:

- Rules of membership, including the good practice guidelines
- Adult safeguarding policy
- Child safeguarding policy
- Prevention of harassment and bullying policy
- Disciplinary procedure

### **Principles**

CEFC recognises that people from all backgrounds have ideas, skills, knowledge and contacts which can enrich CEFC and enhance its ability to fulfil its musical and charitable objectives.

Members are selected on the basis of vocal ability, musicality and the discipline and ability to apply those skills within a group. The chorus will ensure everyone has an equal opportunity to apply for choir membership, will be fairly assessed, and as a member be made welcome and encouraged to thrive and contribute.

In accordance with the Equality Act 2010, the chorus will treat all people equally, regardless of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex, and sexual orientation: and will take all reasonable steps to enable everyone to take a full and active part in choir activities.

## **Procedures: working towards equality, diversity and inclusion**

CEFC aims to be a diverse and inclusive organisation by taking positive steps to:

- engage with and reflect our local community of Haringey/North London
- recruit a diverse membership
- engage with soloists, artistic partners and composers from diverse backgrounds, and perform to a diverse audience
- provide rehearsal and performance venues that are accessible to people with disabilities, and provide information materials online
- monitor and report regularly progress on equality, diversity and inclusion
- provide the committee and Trustees with appropriate guidance, support and training on diversity and inclusion so that decisions and actions take them into account
- have a Diversity and Inclusion Officer on the Committee.

## **Review**

This policy will be regularly reviewed by the trustees, will be posted on the CEFC public website, and will be included in the pack given to all new members.

<b>Document title</b>	<b>Equality, Diversity and Inclusion Policy</b>
Date adopted	July 2015
Frequency of review	Every three years
Last reviewed	July 2023
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Next review due	July 2026

*Crouch End Festival Chorus is a registered charity number 1110790, limited by guarantee and registered in England number 5052052.  
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