

Crouch End Festival Chorus Equality, Diversity and Inclusion Policy

All members should aim to be supportive of other members of CEFC. CEFC is an organisation that exists to make music and it draws together many very different people with diverse backgrounds, viewpoints and needs. All of them should be treated with respect and fairness regardless of the circumstances. We should also bear in mind that CEFC is run by unpaid volunteers. We should be careful not to make unreasonable demands on their time and skills, and should remember to show appreciation for the work that is done by so many of CEFC's members.

Purpose

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

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

Scope

The policy applies to all members of the choir, trustees, committee members and artists we engage for their services, including our music director and accompanist. All choir members and contractors are expected to follow our principles at all times when engaged in 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
- complaints policy

Principles

CEFC recognises that people from all backgrounds have ideas, skills, knowledge and contacts which can enrich the choir 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 choir will ensure everyone has an equal opportunity to apply for membership, will be fairly assessed, and as a member be made welcome and encouraged to thrive and contribute.

CEFC wishes to create a culture which supports diversity and inclusion and provides equal opportunities for everyone. All members and other stakeholders, such as contracted artists, should experience an atmosphere which is free of direct or indirect discrimination, harassment, bullying or victimisation.

In accordance with the Equality Act 2010, the choir will treat all people equally, regardless of age, disability, gender reassignment, marriage and civil partnership status, pregnancy and maternity, race, religion or belief, sex, and sexual orientation (protected characteristics) and will take all reasonable steps to enable everyone to take a full and active part in choir activities. It should be noted that, whilst we accept 16 and 17 year-olds as Junior Chorus members, the main membership is adult and, under CEFC's Articles, only adults can be Company members (i.e. members of the charitable company).

Expectations of members

All members and contracted artists are expected to comply with the principles of this policy.

No member should express views – either verbally, in writing, or through their behaviour – which may be seen as discriminatory or offensive to minority groups or those with protected characteristics.

It is the responsibility of CEFC trustees and management committee to ensure that any acts or words of discrimination are challenged. If members witness or are subject to harassment or discrimination, they should contact the membership manager, who will work with them to ensure the incident is addressed in a way that is supportive to the victim and appropriately challenging of the person who has behaved inappropriately. More information is available in the CEFC harassment and bullying policy.

If an incident cannot be resolved informally then a formal complaint should be made to a member of the committee or a trustee and this will be dealt with under the CEFC complaints policy and/or disciplinary procedure.

Working towards diversity and inclusion

CEFC is working towards being a more diverse and inclusive organisation by taking positive steps to:

- engage with and reflect our local communities in Haringey/North London
- recruit a diverse membership
- engage with soloists, artistic partners and composers from diverse backgrounds, and perform to diverse audiences
- provide rehearsal, recording and performance venues that are accessible to people with disabilities, and provide online learning aids whenever possible
- monitor and report regularly progress on equality, diversity and inclusion

- provide the management committee and trustees with appropriate guidance, support and training on diversity and inclusion so that decisions and actions take these into account
- have a diversity and inclusion officer on the management committee.

Review

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

Document title	Equality, Diversity and Inclusion Policy
Date adopted	July 2015
Frequency of review	Every three years
Last reviewed	April 2025
Last approved by Trustees	June 2025
Next review due	June 2028

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

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