



# LINCOLN CHORAL SOCIETY

## EQUALITY, DIVERSITY AND INCLUSION POLICY

Registered charity no 505023

### 1 Purpose of this document

Lincoln Choral Society (hereafter “the Society”) is committed to encouraging equality, diversity and inclusion among members and volunteers and eliminating unlawful discrimination. The aim is for each member to feel respected and able to give their best. The Society is also committed to eliminating unlawful discrimination against members of the public.

### 2 Background

This policy is intended to:

- Ensure equality, fairness and respect for all members and volunteers.
- Ensure no unlawful discrimination because of the Equality Act 2010 protected characteristics of:
  - age
  - disability
  - gender reassignment
  - marriage and civil partnership
  - pregnancy and maternity
  - race (including colour, nationality, and ethnic or national origin)
  - religion or belief
  - sex
  - sexual orientation
- Oppose and avoid all forms of unlawful discrimination. This includes in:
  - expenses
  - dealing with grievances

### 3 Our commitment

The Society will ensure equality, fairness and respect for all members and volunteers.

The Society will encourage equality, diversity and inclusion.

The Society will create an environment free of bullying, harassment, victimisation and unlawful discrimination, promoting dignity and respect for all, and where individual differences and the contributions of all members and volunteers are recognised and valued.

- This commitment includes training the committee and other volunteers about their rights and responsibilities under the equality, diversity and inclusion policy. Responsibilities include members conducting themselves to help the organisation ensure equal opportunities, and prevent bullying, harassment, victimisation and unlawful discrimination.
- All members should understand they, as well as the Society, can be held liable for acts of bullying, harassment, victimisation and unlawful discrimination, in the course of their membership,

against fellow members and the public.

- The Society will take seriously complaints of bullying, harassment, victimisation and unlawful discrimination by fellow members, volunteers, the public and any others in the course of the organisation's activities.
- Such acts will be dealt with as misconduct and appropriate action will be taken. Particularly serious complaints could amount to gross misconduct and lead to termination of membership in line with the Society's Constitution.
- Sexual harassment may amount to a criminal matter, such as in sexual assault allegations. In addition, harassment under the Protection from Harassment Act 1997 – which is not limited to circumstances where harassment relates to a protected characteristic – is a criminal offence.

The Society will make decisions concerning roles within the Society based on merit (apart from in any necessary and limited exemptions and exceptions allowed under the Equality Act).

The equality, diversity and inclusion policy is fully supported by the committee. Any grievance or concern under this policy should be raised with a member of the committee at the first opportunity.

#### Document control

First Approved 16 July 2024