

Saddleworth Musical Society

EQUAL OPPORTUNITIES POLICY

Introduction

Saddleworth Musical Society is a society open to anyone sharing our interest in and love of singing and musical theatre regardless of race, colour, nationality, ethnic or national origin, gender, gender reassignment, marital or civil partner status, pregnancy or maternity, sex or sexual orientation, age, disability, religion or belief, party political views or socio-economic status.

This policy sets out our approach to equal opportunities and the avoidance of discrimination. Our committee has overall responsibility for the effective operation of this policy, and we ask that all members do what they can to help make sure that the policy works in practice.

Aim

All of our participating members and those in our audiences have the right to be treated fairly, equitably and with respect.

Saddleworth Musical Society aims to promote equality of access, equality of treatment and equality of opportunity, and to challenge discrimination wherever it occurs.

We will consider very carefully all feedback, and take reasonable steps to respond to suggestions and complaints as quickly as we can.

Equality of Access

Saddleworth Musical Society will try to meet the access requirements of all our members and those in our audiences. We will try to ensure that all of our meeting venues, rehearsal venues and performance spaces are accessible to all. We will, wherever possible, support any additional needs to access and learn the music we are singing and to enable members to participate in performances. We encourage you to tell us about your needs so that we can consider what other reasonable adjustments or support may be appropriate.

Equality of Treatment

Saddleworth Musical Society is committed to equal treatment of all our members and those in our audiences. We ask that all organisations we work with abide by an equal opportunities policy too.

We will not treat any person less fairly than others. We will not expect any person to comply with membership requirements that are different to those that apply to other members.

We do not allow any person to be victimised or harassed.

Equality of Opportunity

We will not discriminate or in any way treat anyone less favourably.

Equality of opportunity applies to members, when seeking new members and new committee members, when choosing soloists and casting shows and to backstage and front of house volunteers.

Anti-discrimination procedure

Saddleworth Musical Society will not tolerate harassment or other unlawful discriminatory behaviour, whether physical or verbal and will ensure that appropriate action is taken whenever it occurs.

Any person guilty of unacceptable behaviour may be asked to leave the meeting, rehearsal, event or production, may be suspended from office or any appointment or role, and may be banned from being a member of Saddleworth Musical Society. We reserve a right to take other appropriate action as our committee deems fit.

Complaints Procedure

In the event that any person feels that they have suffered discrimination in any way, we ask that the following procedure be followed:

1. The matter should be reported to the Chair unless the complaint is about the Chair, when it should be reported to another member of the Committee. The report should include as much detail about the nature, time and place of the objectionable behaviour as possible.
2. Please include any suggestions on how the situation could be addressed to your satisfaction.
3. The Chair will co-opt two other committee members, not involved in the complaint, to consider the complaint as soon as possible. If the complaint is about the Chair the committee member to whom the complaint was made will co-opt two other committee members, not involved in the complaint, to consider the complaint as soon as possible. You will be kept informed about the decision-making processes and actions taken. A record will be archived by the Secretary.
4. All information will normally be treated confidentially but any allegation of a criminal offence, or any safeguarding concerns, will be passed to the appropriate authorities depending on the nature of the incident.

Signed



(Chair)

This Policy is dated 4th January 2023 and is due for review October 2027