Equality and Diversity Policy 2025 Review
Bradford Festival Choral Society

Aims:
Bradford Festival Choral Society (BFCS) is a choir open to all. We aim to treat our members, volunteers, contracted staff, visiting artists and supporters equally, regardless of their age, disability, gender, race, religion, sex, sexual orientation, class and socio-economic background.

The Chair of Trustees is the designated Trustee responsible for ensuring that BFCS provides equal opportunities and promotes inclusion in every aspect of its activities and ensure that this policy is reviewed every two years.

Equality of opportunity
BFCS aims to:

- Promote equality for its members and potential members in access to membership and musical activities, within the membership criteria.
- Ensure no member or potential member receives less favourable treatment or is disadvantaged by the criteria and characteristics set out in the introduction within the membership criteria.
- Ensure no individual wishing to volunteer or work for BFCS receives less favourable treatment or is disadvantaged by the criteria and characteristics set out in the aims.

Inclusion and respect:

- BFCS values its members, contracted staff, visiting artists, volunteers and supporters and will treat them in a respectful manner and ensure they are made to feel equally welcome and included. BFCS will provide an environment in which the contribution and needs of everyone are fully valued and recognised.

- All members, staff, volunteers and supporters, and those representing BFCS, are expected to treat each other with respect and ensure activities are welcoming and inclusive to all.
- Preferred personal pronouns should be used in written communication to the individual and BFCS aims to ensure that preferred personal pronouns should be used in conversation.

Accessibility:

- BFCS will use venues that are accessible to all for rehearsals, concerts and any other activities or events for which it is responsible

Employment practices -general:

- BFCS aims to promote equality and inclusivity as an employer and shall ensure that no volunteer, employee, person engaged to provide a service (e.g. freelance) or job/volunteer applicant receives less favourable treatment or is disadvantaged by the characteristics set out in the aims of this policy.
- BFCS selects all candidates for paid employment based on their skills, qualifications and experience.
- Selection and recruitment and training practices will be subject to review to ensure that hey comply with this policy.

Dealing with complaints:

- If any member , volunteer, staff or supporter feels that they have been discriminated against, they should raise it with any of the Trustees, either directly or with support from another person.
- The committee will take complaints of discrimination and harassment seriously.
- The committee will appoint a trustee or trustees to investigate the complaint, listening to all parties involved.
    - If the complaint is against a committee member, that member will not conduct the investigation.
    - If the complaint is made against an individual, that individual will have the opportunity to express their point of view in a safe environment, accompanied by a friend.
    - The person making the complaint will have the same opportunity.

- If the complaint is upheld the committee will ensure that such discrimination is not repeated and inform those concerned. BFCS will

take note of any issues arising from the investigation, even if the detail of a complaint is not found.

- Serious or persistent acts of discrimination, abuse, harassment, victimisation or bullying may be grounds for withdrawal of membership or non-renewal of contract.

Availability, action and review:

- This policy will be shared with members on the BFCS website. The chair of trustees will report any issues arising from the policy to the committee as required. The committee will change the policy if required in the light of issues arising or following developing best practice.

- The policy will be reviewed every two years.

Author: Elaine Schack, Chair of Trustees
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Approved by BFCS Trustees: 10th March 2025