

Valentine Singers

Equal Opportunities Policy

Valentine Singers aspires to be known as a choir which gives a warm welcome to everyone who shares our commitment to making high quality music together.

No member or prospective member will be treated less favourably than any other on grounds of gender, ethnicity, age, sexual orientation, disability or medical condition.

The choir will only book concert and rehearsal venues which are accessible to members of the choir or audience with a disability and the concert manager will take account of access arrangements in their planning.

The choir will make every reasonable effort to make the necessary adjustments so that all members can participate fully in the choir's activities – for example, through providing music in an adapted format for any member with a visual impairment or through arranging concert seating appropriately for any member with reduced mobility.

Committee members will ensure that appropriate support is provided for any member who is vulnerable for a period of time (e.g. following illness or injury) or in the longer term (e.g. for reasons of disability or chronic medical condition). Information may need to be shared with members of the committee or those offering support; this will be done in a sensitive manner and only on a 'need to know' basis. Any stored information will be kept to the minimum and handled in line with the choir's GDPR policy.

Committee members will challenge anyone who behaves in a discriminatory fashion. The committee will consider barring from membership anyone who persists in discriminatory behaviour.

Revised version September 2018

Next review September 2021