

# 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, gender reassignment, 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.

The choir does not want anyone to be prevented from being part of the choir for financial reasons. To minimise the risk of this, we have differentiated fees as follows (May 2022 figures):

- Full fees £75 per term
- Members under 30 £35 per term
- Members under 18 free
- Reduced fees due to financial circumstances £40 (or another amount by agreement)

We have also established a hardship fund to support members with expenses relevant to the choir, such as music hire or purchase.

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.

Any member who has a concern or complaint related to equal opportunities should speak to a member of the committee. They may be asked to put their concern or complaint in writing.

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 May 22