



Equality and Diversity Policy

Introduction

The Bedford Modern Singers are committed to equal opportunities, diversity and inclusion within our choir community and beyond. We aim for our performances, opportunities, community work, procedures and decision-making processes to be accessible to, and inclusive of everyone. We actively oppose discrimination, harassment and bullying in all its forms.

This policy sets out how Bedford Modern Singers are committed to supporting and promoting Equality, Diversity and Inclusion. This commitment is embraced by all members, committee members and paid professionals.

Bedford Modern Singers aims to:

- Prevent discrimination, eliminate prejudice, promote inclusion and celebrate diversity within the choir.
- Be fair in our dealings with all people – members, committee members, volunteers, audiences and partners – with whom we have relationships taking into account the diverse nature of their culture and backgrounds.
- Ensure equality, diversity and inclusion is embedded in everything we do.
- Create an environment free of bullying, harassment, victimisation and unlawful discrimination. Promoting dignity and respect for all, and where individual differences and contributions from all are recognised and valued.

Our policy covers all aspects of equality including age, disability, gender, gender reassignment, marital or civil partnership status, pregnancy or maternity, race (including colour, nationality, and ethnic or national origin), religion or belief or sexual orientation

We will:

- Comply with all legal and regulatory requirements which apply to the Equality Act's protected characteristics i.e. race, religion or belief, sex, gender reassignment, marriage and civil partnership, pregnancy and maternity, sexual orientation, disability and age.
- Not discriminate in the arrangements we make for recruitment of new members, volunteers or employment.
- Ensure that all our policies and procedures are applied fairly and consistently and, where necessary, make reasonable adjustments to avoid or overcome any particular disadvantage these may cause and to promote equality.
- Take seriously complaints of bullying, harassment, victimisation and unlawful discrimination by all involved in the Choirs activities.

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