

Equal Opportunities Policy

VERSION

1.0

ADOPTED

2026

REVIEW DATE

Annually

LEGAL BASIS

Equality Act 2010

1. Our Commitment

The Midlands African Choir is committed to promoting equality, valuing diversity and creating an inclusive environment in which every person is treated with dignity and respect. We believe that the richness of our choir — in voice, background, language and experience — is one of our greatest strengths, and we are committed to ensuring that no person is disadvantaged or discriminated against in their involvement with us.

This policy applies to all choir members, committee members, volunteers, contractors and anyone who participates in or attends activities organised by The Midlands African Choir.

2. Legal Framework

This policy reflects our obligations under the **Equality Act 2010**, which protects individuals from discrimination based on nine protected characteristics:

Age

Including children, young people and older adults

Disability

Physical, sensory, mental health and hidden disabilities

Marriage and civil partnership

In employment contexts

Pregnancy and maternity

Including breastfeeding

Race

Including colour, nationality and ethnic origin

Religion or belief

Including lack of belief

Sex

Men and women

We will not tolerate any form of direct discrimination, indirect discrimination, harassment or victimisation on the basis of any of these characteristics.

3. Scope of This Policy

This policy covers:

- Membership of the choir — anyone who wishes to join will be welcomed on the basis of their interest in African music and culture, regardless of background or prior experience
- Participation in rehearsals, performances and events
- Volunteering roles and committee membership
- Access to concerts and public events organised by the choir
- Any communications issued in the name of the choir

4. What We Will Do

The Midlands African Choir commits to the following:

Open membership

We will not require auditions or impose membership criteria that would exclude people on the basis of a protected characteristic. We will actively welcome new members from all backgrounds who share a love of African music and culture.

Accessible events and activities

We will make reasonable adjustments to ensure that our rehearsals, concerts and events are accessible to people with disabilities. Where a member or attendee has specific access requirements, we will seek to accommodate them.

Inclusive communications

Our communications — including social media, promotional materials and correspondence — will be respectful, inclusive and free from language or imagery that stereotypes, excludes or demeans any group.

Fair and respectful culture

We will foster a choir culture in which every member feels valued, heard and respected. Differences of background, language, faith and experience will be treated as a source of strength, not division.

Low-barrier participation

We will ensure that financial cost is not a barrier to participation. We do not charge membership fees and will keep concert ticket prices low or free wherever possible.

5. Responsibilities

The Executive Committee is responsible for ensuring this policy is implemented, reviewed and upheld across all choir activities. Committee members will lead by example in promoting equality and inclusion.

All members and volunteers are responsible for treating fellow members and members of the public with dignity and respect, and for upholding the values set out in this policy.

The Chair is the named lead for equality matters within the choir and is the first point of contact for any concerns or complaints related to discrimination or unfair treatment.

6. Dealing with Discrimination and Complaints

We take all concerns about discriminatory behaviour seriously. Any member, volunteer or participant who believes they have experienced or witnessed discrimination, harassment or victimisation should:

1. Raise the concern with the Chair of the Executive Committee in the first instance
2. Where the concern involves the Chair, raise it with another Executive Committee member
3. Put the concern in writing where possible, describing what happened, when and who was involved

All concerns will be investigated promptly, fairly and confidentially. Where a complaint is upheld, appropriate action will be taken, which may include a formal warning, suspension or removal from the choir.

No one will be victimised or treated unfairly for raising a concern in good faith under this policy.

7. Monitoring and Review

We will monitor the diversity of our membership and audiences on an anonymous basis where possible, to help us understand whether we are reaching the communities we seek to serve. This information will inform how we develop our activities, communications and outreach going forward.

This policy will be reviewed annually by the Executive Committee and updated as necessary to reflect changes in legislation, best practice or the choir's activities.

The Midlands African Choir — Equal Opportunities Policy v1.0 | Equality Act 2010

Review annually | Next review: 2027