

Groby Sings  
Equality, Diversity and Inclusion (EDI) Policy

Approved by the Trustees in February 2023

1. Introduction:

Groby Sings is committed to supporting equality, diversity, and inclusion. This has been a guiding principle since the launch of the choir, and we consistently look at improving the way our principles are translated into action.

2. Objectives:

Groby Sings aims to ensure that everyone is treated fairly, and that any concerns are addressed promptly.

3. Scope:

The policy applies to singers, musicians (including the music director), volunteers, trustees and management team.

4. Legal and Ethical Framework:

The policy ensures that Groby Sings complies with all current and future anti-discrimination laws, guidelines and legal frameworks, particularly the Equality Act 2010 which provides protection for nine protected characteristics: age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex and sexual orientation.

5. Definitions:

*Equality* refers to providing equal opportunities to everyone and protecting them from being discriminated against.

*Diversity* refers to recognising, respecting and valuing differences in people.

*Discrimination* is the unfair treatment of someone because of their particular characteristics, eg race, religion, gender etc.

*Inclusion* is a culture in which all people can feel comfortable and confident to be themselves, and enjoy equal access to services and benefits.

*Harassment* is behaviour that makes an individual feel distressed, humiliated, threatened or fearful.

6. Responsibilities:

Responsibility for promoting and implementing the EDI policy is a priority for everyone at Groby Sings, and is reinforced by the trustees and management team. The Board of trustees is responsible for monitoring and reviewing the policy.

7. Recruitment:

We ensure that any applicants for trusteeships, management roles and freelance contracts are treated fairly regardless of age, gender, ethnicity, disability, sexual orientation, or other protected characteristics. We consider making reasonable adjustments to accommodate individuals who identify specific needs.

8. Access to the choir:

We ensure that the choir is accessible to all individuals, regardless of age, gender, ethnicity, disability, sexual orientation, or other protected characteristics. We consider making reasonable adjustments to accommodate individuals who identify specific needs.

9. Communication:

We ensure that information about the choir is accessible to all. We use inclusive language in all communications.

10. Guidance:

We provide guidance for trustees, the management team and volunteers on equality, diversity and inclusion, and promote awareness of unconscious bias and stereotypes.

11. Monitoring:

We monitor the implementation of the EDI policy by a regular review at Board meetings of any incidents arising, to assess the effectiveness of the policy and make necessary adjustments, which are minuted.

12. Reporting and Handling Incidents:

We take all reports of discrimination or harassment seriously, and we handle them promptly and confidentially. Any incident should be reported to a trustee or member of the management team, with sufficient detail to facilitate an investigation. Trustees will investigate alleged breaches of policy and take action to remedy the incident.

13. Review and Revision:

The EDI policy is included in the Groby Sings schedule of policy reviews, allowing for revisions based on changes in legislation, on lessons learned from incidents or on organisational needs, no less often than every two years. We encourage feedback and suggestions for continuous improvement.