

Barnet Choral Society

Equality and Diversity Policy

Barnet Choral Society offers everyone an equal opportunity to be part of our membership, to work with us, to join our associated groups or to form part of our audience. Participation will be open without regard to:

- age
- disability
- ethnicity or race
- gender
- religion or belief
- sexual identity.

We value the different skills, experiences and viewpoints that having diversity brings. We wish to foster an inclusive culture of respect, openness and co-operation to achieve the highest possible results in terms of quality of performance, personal development and mutual enjoyment.

We are aware that young people and people from black and minority ethnic groups are currently under represented in the choir. We will ensure our publicity materials and our recruitment processes encourage as wide as possible a range of people to join our choir.

It is the responsibility of our Executive Committee, members, contractors and associated groups to act in accordance with this policy and to promote its values in practice.

The Executive Committee has additional responsibilities in:

- Monitoring our activities in support of this policy
- Dealing with any related feedback or complaints
- Regularly reviewing the policy and its effectiveness.

We will keep our policy and practice up to date by reviewing it every 2 years.

Agreed by the Committee: 18 February 2014
Adopted by the membership: January 2015
Signed: Meg Kirk (Chair)

For review: October 2020
Agreed by the committee: 19 October 2020
Adopted by the membership:
Signed: Meg Kirk (Chair)

For review: October 2022

Agreed by the committee: 18 September 2023
Adopted by the membership:
Signed: Shelagh Cohen (Chair)

For review: September 2025