

## **St Peter's Singers statement on equality, diversity and inclusion**

St Peter's Singers of Leeds are committed to encouraging equality, diversity and inclusion among our members and supporters.

We are an auditioned choir, and aim to treat all our members, volunteers and supporters equally regardless of their age, disability, gender reassignment, marriage or civil partnership, pregnancy or maternity, race, religion or belief, sex, sexual orientation, class or socio-economic background.

The Chair of St Peter's Singers is responsible for providing advice and guidance on equality and diversity issues, and ensuring that this policy is reviewed on an annual basis at the committee AGM.

### **Aims**

St Peter's Singers aims to:

- promote equality for its members and potential members in access to membership, and musical activities and opportunities within the membership criteria
- ensure no member or potential member will receive less favourable treatment or is disadvantaged by any of the above-mentioned characteristics within the membership criteria

### **Inclusion and respect**

St Peter's Singers values its members and supporters, and will do all it can to:

- treat them in a respectful manner and ensure they are made to feel equally welcome and included in all activities
- provide an environment in which the contribution and needs of everyone are fully valued and recognised

All members and supporters are expected to treat each other with respect and dignity, and ensure that activities are welcoming and inclusive for all. Inappropriate, violent, abusive or otherwise offensive behaviour are not acceptable and will not be tolerated.

### **Membership criteria**

The committee and Musical Director are responsible for the audition procedure and criteria for admission of members to St Peter's Singers.

### **Accessibility**

St Peter's Singers aims wherever possible to use venues that are accessible to all for rehearsals, concerts and any other activities or events it undertakes.

### **Dealing with complaints**

The committee and Chair are responsible for dealing with any complaints in relation to equality and inclusion within the choir. If any member or supporter feels they have been discriminated against, they should contact [chair@stpeterssingers.org.uk](mailto:chair@stpeterssingers.org.uk) or [secretary@stpeterssingers.org.uk](mailto:secretary@stpeterssingers.org.uk).

The committee will take complaints of discrimination and harassment seriously, and will investigate the complaint, listening to all parties involved:

- If the complaint is against a member of the committee, that member will not be part of any investigation into the concerns.
- If the complaint is against an individual, that individual will have the opportunity to express their point of view in a safe environment accompanied by a friend.
- The person making the complaint will have the same opportunity.
- A group of committee members will consider the concerns raised and decide on a course of action.
- A second group of committee members will not be involved in the considerations, to allow for an impartial review if any party involved wishes to appeal the initial decision.
- If a complaint is found against St Peter's Singers, the committee must work to ensure that any such incidents do not occur in future, and must inform members of how they intend to do this.

If you have any questions around this Policy please feel free to discuss with a member of the committee, or email either [chair@stpeterssingers.org.uk](mailto:chair@stpeterssingers.org.uk) or [secretary@stpeterssingers.org.uk](mailto:secretary@stpeterssingers.org.uk).