

HONLEY LADIES CHOIR

EQUALITY AND DIVERSITY POLICY



POLICY STATEMENT

In carrying out its functions, Honley Ladies Choir is committed to promoting equality of opportunity for all involved with the choir, and to ensuring that no individual is discriminated against in the planning and delivery of any of our activities.

All members will ensure everyone is treated fairly, with respect and all will have an equal chance of developing their abilities, realising their expectations in an environment free from discrimination and harassment. Singing belongs to and should be enjoyed by anyone who wants to participate.

We therefore aim to ensure that the values of equality, diversity, and respect for all are embedded into everything that we do.

We recognise our responsibilities under the Equality Act 2010, and are committed to meeting them in full. We believe that a culture that embraces equality and values diversity will help us to ensure that everyone feels involved and included in our plans, and weekly activities. We will provide access and opportunities for all members of the community to take part in and enjoy its activities.

We aim to create an environment which respects and welcomes everyone and in which no form of bullying, harassment, disrespectful or discriminatory behaviour is tolerated by anyone towards anyone.

No-one will be treated less favourably on the grounds of their:

- Race
- Marital Status
- Nationality or ethnic origin
- Disability
- Age
- Sexual orientation
- Political or religious belief

We will seek to create an environment in which diversity and the contributions of all members and volunteers are recognised and valued in all that we do. In this way we hope to provide an example of good equality practice and promote community cohesion.

Overall responsibility for this policy and its implementation lies with the Committee of Honley Ladies Choir overseen by Choir Trustees.

Approved by *J Skidmore* (Chair on Behalf of Committee)

Date: 16th Oct 2025

Review Date: Oct 2026