



OUR DEMENTIA CHOIR

A registered charity for public benefit, to preserve and protect good health among people with dementia, their families, and carers, particularly but not exclusively through the provision of a choir.

Registered Charity Number: 1187483

Head Office:
c/o HSKS Greenhalgh
Butt Dyke House
Park Row
Nottingham
NG1 6EE

Equality and Diversity Policy—Version A

26 July 2022

Introduction

Our Dementia Choir (ODC) believes that equality of opportunity is vital so that all members have a fair and equal chance of developing their abilities, realising their expectations and making full and effective use of their potential. Our aim is to create an environment free from discrimination and harassment based on respect.

ODC is committed to a policy of equality of opportunity for everyone involved with the choir such as trustees, choir leaders, members, chaperones, volunteers, supporters and all other individuals working within or on behalf of ODC (hereafter collectively referred to as 'the Choir').

ODC is also required to take appropriate steps to establish that the Partners and Associates with whom it works comply with equal opportunities & diversity in line with the terms of this stated policy.

What is covered by this policy

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

- Gender/ Gender Identity
- Marital status
- Race
- Nationality or ethnic origin
- Disability
- Sexual orientation
- Age
- Political or Religious belief

Discrimination and harassment of any kind will not be tolerated and will be dealt with by the Board of Trustees



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Prevention of discrimination

The Board of Trustees undertakes to establish procedures that ensure equal opportunity takes place, including proper leadership and appropriate trustee, volunteer and contractor screening, and vetting procedures.

The Board of Trustees will undertake to carry out a thorough and prompt investigation of suspected discrimination and to take appropriate disciplinary or other appropriate action against the perpetrators of discrimination or attempted discrimination.

Individuals involved with Our Dementia Choir are required to:

- Alert the Board of Trustees where they believe that the Equal Opportunities & Diversity policy is at risk whether through poor procedures or lack of adherence to the principles of this policy;
- Report details of any suspected or actual discrimination to a trustee in the first instance or, where the trustee may be implicated in the discrimination, then the details should be reported directly to the Chair of Trustees or Choir Leader.

Trustees, musical directors, chaperones, volunteers and any others acting on behalf of ODC including agents and contractors who breach this Equal Opportunities & Diversity policy will be subject to disciplinary or other appropriate action, which may result in dismissal. ODC reserves the right to terminate contractual relationships with Partners and Associates who breach this policy.

Who is responsible for this policy

It is the responsibility of the Board of Trustees to ensure this policy is appropriate and adequate. The Equality and Diversity Policy will be communicated to the Choir during their induction and will be made available on our website.

The Choir is responsible for adhering to the terms of this policy and is all responsible for reporting suspected instances of non-compliance to the Choir Leader or Trustees.

The Board of Trustees will review this policy annually to ensure it is suitable and has been implemented effectively to obtain assurance that they are appropriate and adequate in minimising the risk of discrimination.

This policy was adopted by the trustees on 26 July 2022

The next review date is on or before 1 September 2023



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