



## Choir Equality and Diversity Policy Version A.2

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.

### Who is covered by this policy

Everyone who comes into contact with ODC.

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

These are legal protected characteristics, and the charity takes its commitment to Equality and Diversity very seriously. Discrimination and harassment of any kind will not be tolerated and will be dealt with by the Board of Trustees



## Reporting

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 charity 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 CEO where they believe that the Equality & 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 the CEO in the first instance or, where they may be implicated in the discrimination, then the details should be reported directly to the Chair of Trustees.

Trustees, musical directors, chaperones, volunteers and any others acting on behalf of ODC including agents and contractors who breach the Equality & 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.

All reports will be treated with the strictest of confidence.

## 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, volunteers and carers 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 CEO.



The Board of Trustees will review this policy every three years 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.

Ends

<p>This policy was reviewed on 03/12/2025 Review period is every 3 years. The next review date is on or before 03/12/2028</p>
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