



Equality, Diversity and Inclusion Policy

KJV Community Children's Choir

Registered Charity No: 1138969

January 2024

General Policy Statement

The Board of Trustees (the Board), Director of Music and staff of KJV Community Children's Choir (KJV) are committed to the promotion of equality of opportunity and to creating and sustaining an environment that values and celebrates diversity and inclusion.

These principles guide us in the way we operate as an organisation, and in the way we interact with different people and groups who may come into contact with our choir, including:

- children and young people, and their families
- volunteers, freelance teachers and conductors, and other service providers, and
- other organisations and individuals, such as contractors, sponsors, advertisers, visiting artists and the people from whom we may commission songs.

This policy should be read in conjunction with our other policies and guidance and particularly those relating to

- safeguarding and child protection
- recruitment of ex-offenders, and
- complaints

Aims of this Policy

KJV aims to

- provide and promote equality of opportunity and equitable treatment for everyone.
- ensure we treat everyone fairly, and do not unlawfully discriminate against anyone on the basis of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race (including colour, nationality, and ethnic or national origin), religion or belief, sex, or engage in any other conduct prohibited under the Equality Act 2010.
- make our choir accessible and inclusive by recognising and removing barriers to entry to support this policy.
- encourage, celebrate and value diversity and inclusion.
- ensure that every child and young person who comes into contact with the choir feels respected and equally welcome and able to give their best.

Equality and non-discrimination

We will promote equality of access to membership of the choir and to musical activities and opportunities.

We will take effective and appropriate measures, consistent with our charitable objectives as a community children's choir and subject to our legal and safeguarding responsibilities,¹ to make sure that no one receives less favourable treatment or is disadvantaged by any of the characteristics set out in the section "Aims of this Policy" above. These measures may include, depending on the Board's assessment of need at any given time, making available additional support at rehearsals and concerts through specially trained personnel, and investment in suitable training for relevant staff.

We will make appropriate adjustments to our activities and related arrangements (including arrangements regarding membership fees and ticket pricing) to enhance access by people who may be at risk of discrimination or disadvantage. We will monitor the effectiveness of these adjustments in practice and make further adjustments or provisions as needed.

We will seek to attract members, employees, volunteers and Board members from diverse backgrounds, supported by positive action to achieve this aim.

Recognising and removing barriers

We recognise that there may be a range of barriers that could stop individuals accessing our activities or feeling included in them. These barriers may not always be obvious or visible and could be physical, practical, financial, religious or cultural.

We will work proactively to identify any such barriers and we will take reasonable measures to address them.

We recognise the importance of flexibility and reasonable accommodation for individual circumstances in our approach to assessing attendance and eligibility for participation in musical events and opportunities.

We will address financial barriers to access by not charging for access to choir membership for any child under 12, or for any child or young person in receipt of free school meals.

We will proactively seek further ways to enhance the accessibility of our choir and associated activities to people for whom English is not a first language, people living with disabilities (such as mobility difficulties or visual or hearing impairments), and people with neurological differences.

¹ See further our policies on safeguarding and child protection, and recruitment of ex-offenders, made available on our website.

Inclusion and respect

KJV will

- treat everyone 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, staff, contractors, volunteers, supporters and those representing the choir are expected to treat each other with respect and dignity and ensure activities are welcoming and inclusive for all.

We will not tolerate inappropriate, violent or abusive behaviour, "hate speech" or otherwise offensive and inflammatory remarks and behaviour. These have no place in our choir and are entirely contrary to our values. To the extent that children or young people are involved, they will be addressed as a safeguarding issue under our safeguarding and child protection policy. Our staff, volunteers and members of the Board are made aware of their duties and responsibilities in the event that such behaviour is observed or encountered.

Responsibilities

The Equality, Diversity and Inclusion lead within our organisation is the KJV Director of Music, Lynette Alcántara.

The Board is responsible for monitoring the implementation of this policy and for keeping it up to date. Equality, Diversity and Inclusion shall be a standing item at all ordinary meetings of the Board.

Suggestions, concerns or complaints

We welcome suggestions as to how we may be able to improve the accessibility of our choir and associated activities to all people, and practical ways that we can work to reduce and remove barriers to access. These can be raised with the KJV Director of Music, Lynette Alcántara, or administrator, Maggie Heywood, or any members of our Board.

Our approach to dealing with any concerns about discrimination, harassment, or victimisation, including any issues raised by way of a formal complaint, is as set out in our separate policy on "Complaints", available via the KJV website.

Publication

This policy is available to parents and carers on request and will be made available on our website. It has been communicated to all staff. KJV volunteers are made aware of this policy and how to access it.

Adoption and review

This policy has been adopted by the Board on 04/02/2024 and will be reviewed annually by the Board.