

NCS – Equalities and Inclusion Policy

This is the Equalities and Inclusion Policy of the Nantwich Choral Society, Registered Charity No. 516572, which has been drawn up having regard to the Constitution of the Society and relevant legislation.

1. Objective

The objective of the Society – as set out in the Constitution – is to educate the public in the arts and sciences, and in particular the art and science of music, by the presentation of concerts and other activities.

2. Membership

- 2.1. The Society seeks to achieve its objective through its members.
- 2.2. Membership of the Society is open to all adults who are interested in choral music and singing, and the Society welcomes all, regardless of age, class or socio-economic group, disability, gender, marital status, marriage or civil partnership, sexual orientation, pregnancy or maternity, race, religion or belief.
- 2.3. Appropriate publicity is put in place and widely distributed to encourage adults to join the Society.
- 2.4. Young people under the age of eighteen may join the Society by agreement with the Music Director, but in accordance with the Society's Safeguarding Children & Vulnerable Adults Policy, written permission (including emergency contact details and methods of transport to and from events) must be obtained from a parent or guardian before a young person can join the Society and take part in its events.
- 2.5. The same Safeguarding Policy applies to adults regarded as 'vulnerable'.
- 2.6. There is no audition to join the Society, but in accordance with the Constitution, prospective and existing members may be required at any time to give such evidence of musical ability as the Society's Committee and Music Director shall determine, and any decision reached on their abilities and the way forward shall be final.
- 2.7. Members are required to pay an annual membership fee or subscription to be in the Society, and this fee is determined by the Committee and notified to all members at the start of each concert season, along with methods for paying it. Any member who fails to pay the full fee or appropriate part of it by 31st December will forfeit their membership of the Society and be required to leave, and any members who find themselves in financial difficulties are encouraged to consult in private with the Chair of the Society to discuss the way forward.
- 2.8. Payment of the membership fee does not apply to those members who have been appointed Honorary Members in accordance with the Constitution. New members can attend three rehearsals before being required to pay a membership fee.
- 2.9. Members are required to attend 75% of rehearsals to take part in concerts or other events. This requirement may be waived by individual agreement with the Music Director whose decision on such matters will be final.

2.10. The Music Director, Accompanist, Friends of the Society, Orchestra members and Soloists are not members of the Society, but are bound by the terms of this Policy in undertaking activities with the Society.

3. Access

3.1. All of the Society's activities are open to all of its members.

3.2. The Society normally hires premises for its activities and, wherever possible, the premises include full access and facilities for the disabled.

3.3. The Society welcomes those with visual impairment and/or hearing loss and, wherever possible, help will be given to assimilate such members into the Society's activities; and members requiring help should speak to the Music Director about their needs.

4. Safety and Security

The Society recognises that its members need to feel safe in undertaking activities, and security measures are – wherever possible - put in place for rehearsals, concerts and other events. Members are expected to play their part in ensuring their own safety and security at Society events and the safety and security of others around them.

5. Audience and other Participants

The Society welcomes all to its concerts and other events on payment of the appropriate fee, and appropriate publicity is put in place before each event for this purpose. The access measures outlined above include facilities for audience members and other participants with particular needs.

6. Rights and Responsibilities

6.1. The Society recognises the right of all its members (and others involved in its activities) to feel safe, welcome and included at all its activities.

6.2. The Society also recognises that every member has a responsibility to help others to feel safe, welcome and included in its activities.

6.3. The Society will not tolerate conduct which spoils the enjoyment of any of its members, or puts them at risk, or demeans or discredits the Society in any way.

6.4. The Society will not tolerate the following in any form, whether by words, actions or behaviour: Abuse, discrimination, bullying, harassment, intimidation, offensive remarks, unwanted attention, unsubstantiated rumours or gossip, or derogatory or demeaning language.

7. Complaints

- 7.1 Informal enquiries about issues arising from this policy may be made verbally and in confidence to one of the officers of the Society, who will advise on the way forward.
- 7.2. A formal complaint about a member or members or others in connection with this Policy must be made in writing in accordance with the Society's complaints policy.

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Reviewed October 2023