

Hullabaloo Community Quire Equality and Diversity Policy

2020

This policy was agreed by a meeting of the steering group of Hullabaloo Community Quire on February 12th 2020 and will be reviewed by the Steering group every 2 years.

Aims

Hullabaloo Community Quire aims to create a welcoming, inclusive and accessible space for all our members. We also aim to create a welcoming, inclusive, accessible and fun experience for audience members at our concerts and workshop sessions. In particular, we aim to comply with the Equality Act 2010 and treat everyone with equal respect, and not discriminate in any way on the basis of age, disability, gender reassignment, marriage or civil partnership, pregnancy or maternity, race, religion or belief, gender or sexual orientation.

We aim to promote *equality* (i.e. equal and fair treatment regardless of a person's background, social status or characteristics) and *diversity* (i.e. placing positive value on both individual and group differences which benefit and enrich communities.)

Accessibility

We aim to hold all rehearsals in spaces which are fully accessible for wheelchair users and members with impaired mobility. Our weekly venue is accessible, and we prioritise accessibility when booking occasional venues. We aim to inform members about access and parking arrangements in advance of events.

We offer free places to carers/PAs of members with disabilities.

We are committed to ensuring anyone wishing to join Hullabaloo is able to attend and participate in our activities, so we will reassess our access requirements to meet the needs of new members.

Fees

Hullabaloo operates a sliding scale fee system, to assist people on lower incomes to take part.

Inclusion and respect

Every member of Hullabaloo, as well as audience members and visitors, should be made to feel equally welcome and included at all sessions and events. All members of the Hullabaloo community should be treated with dignity and respect in person, on stage and on social media.

Sexist, racist, homophobic, transphobic or otherwise offensive, defamatory or inflammatory remarks and behaviour are not acceptable in person, in writing or on social media. Such behaviour constitutes harassment, and has no place in the Quire.

Dealing with discrimination and harassment

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If any member of the Hullabaloo community feels they have been discriminated against by the Quire or harassed at a Quire session or event or on social media they should raise this with any member of the steering group.

The steering group will investigate the complaint, listening to all members involved. (If the complaint is against a steering group member, that member will not be part of conducting the investigation.)

If the complaint is against a particular individual, this person will have the opportunity to express their point of view, accompanied by a friend. The person making the complaint will also have this opportunity. If the matter is unable to be resolved, the Steering Group may decide that it is in the best interests of the Quire to end the membership of the individual.

If the complaint is against the Quire as a whole, the steering group will take the matter very seriously, and work to ensure that such discrimination is not repeated in the future, and must inform the members of how they propose to do this.

Any decision to exclude a person from the Quire due to discriminatory or harassing behaviour will be made with reference to the Quire constitution. The Quire will support people who feel they have been harassed or discriminated against, and will not victimise or treat them less well because they have raised this.

Using and sharing this policy

This policy will be made available to members and prospective members of Hullabaloo, via the website. New members will be asked to look at the website for information about the Quire, and will be encouraged to familiarise themselves with the policy.

Further guidance

Steering group members and Quire members can find advice and guidance on equality and diversity from:

Voluntary Arts: <https://www.voluntaryarts.org/equality-and-diversity>

NCVO: <https://knowhow.ncvo.org.uk/your-team/hr/equality-and-diversity/equality-and-diversity>

Making Music: <https://www.makingmusic.org.uk/resource/equality-and-diversity-what-should-we-be-doing>