

Knot Another Choir CIO

Equal Opportunities Policy

STATEMENT OF POLICY

The Knot Another Choir CIO (KACC) recognises that it is essential to provide equal opportunities to all persons without discrimination. KACC is committed not only to its legal obligations but also to the positive promotion of equality and opportunity in all aspects of its training. It emphasises that discrimination is unacceptable conduct which may lead to expulsion from the organisation. KACC promotes a learning environment that is free from discrimination and prejudice and provides equality of opportunity for all. It operates an Equal Opportunities Policy and trains people of all backgrounds regardless of age, gender, sexual orientation, physical ability, marital status, religion or ethnic origin.

This document and the Policy Statement signify the intent of KACC to achieve equality of opportunity in all practices of the organisation. The Policy applies to all participants in training, any and all audiences and also to any potentially employed staff.

KACC will endeavour to provide a positive environment being supportive of those from under-represented groups. In implementing the Policy, KACC will recognise the different and special needs of the groups who may experience discrimination.

All participants in the organisation will be made aware of the provisions of this policy.

IMPLEMENTING THE POLICY

1. Recruitment to the choir

Any advertisements will give sufficiently clear and accurate information to enable potential participants to assess their own suitability for inclusion. Information will be provided in such a manner that does not restrict its audience in terms of gender, race, marital status, disability, age, sexual orientation or religion.

2. Diversity

KACC supports and promotes diversity. It believes that diversity makes for an informed, creative and effective environment. It encourages participants from a very broad diversity of backgrounds, with varying abilities, beliefs and attitudes to join it and to train to a variety of music.

3. Equal Opportunities

i) Age

KACC will not apply an age restriction of any kind to their activities. However, any child under the age of 18 must be accompanied by a Parent or Guardian. A Child Protection Policy is in place.

ii) Marital Status

KACC recognises that a person's marital status is a personal matter and has absolutely no bearing on any matters pertaining to KACC.

iii) Religion

KACC recognises that a person's religion status is a personal matter and has absolutely no bearing on any matters pertaining to KACC.

iv) Ethnic Minorities

KACC will seek to combat any harassment, discrimination or disadvantage and will respond promptly to any incident.

v) Gender

KACC will gear their participant practices so that the needs of both sexes are catered for without bias. The organisation will undertake all appropriate steps to deal with cases of sexual harassment, whether verbal or physical towards anyone.

vi) People with Disabilities

KACC recognises that discrimination on the grounds of disability may arise either intentionally or through ignorance. It will seek to appreciate and understand the wide variety of needs of people with disabilities and seek advice from specialist bodies where necessary. The organisation will endeavour to provide all practicable facilities for disabled participants.

vii) Sexual Orientation

KACC recognises that a person's sexuality is a personal matter and has absolutely no bearing on any matters pertaining to KACC.

4. Participants

All participants will be made aware of the KACC Equal Opportunities Policy on joining KACC.

5. Equal Opportunities Officer

A designated Equal Opportunities officer will be the first point of contact for any grievance raised by any participant.

6. Grievance Procedure

In the event of a grievance being raised, the issue will be brought to the attention of a Trustee who will address the situation. All grievances and subsequent action will be documented by the Minute Secretary.

REVIEWING

KACC will review this policy at least annually.

The Equal Opportunities Policy is available on the KACC website.

Reviewed : 23/06/2025