

# **Cantate Youth Choir**

## **Equal Opportunities Policy**

### **Introduction**

This policy outlines the purpose, nature and management of equal opportunities in Cantate Youth Choir (“the Choir”). The policy reflects the consensus of opinion of the Committee and has its full agreement. The implementation of this policy is the responsibility of all staff.

### **Aims**

Our aims are to:

- Teach every student to the best of our abilities
- Offer equal opportunities regardless of race, culture, gender, academic ability, physical disability or class
- Provide an environment free from social, sexual, or cultural prejudice for all members of our choir
- Achieve an environment in which students can be respected as individuals and in which the varied experiences of all our students can enrich their lives

### **Committee’s Responsibility**

We believe that the Committee of the Choir has a responsibility to develop the potential of all our students and should therefore challenge any discriminatory practice that gets in the way of this objective.

The Committee should:

- Promote equal opportunities in the general organisation of the choir
- Periodically review progress towards equality of opportunity of all students in the choir

### **Gender**

It is our policy to:

- Seek to promote non-sexist attitudes in both students and staff
- Allow students equal access to any opportunities within the choir, and help them develop to their full potential
- Value all efforts and achievements of students

## **Physical Disability**

It is our policy that:

- Students should not be treated in any way differently to others due to their individual physical disabilities and needs
- A provision should be made for the individual special needs of any disabled students in our choir
- A physically disabled student has a right to take part in all activities undertaken by the choir, in so far as their disability allows them to

## **Race**

It is our policy that:

- No student or adult should be treated in any way differently, or in a derogatory manner, because of their race, and to challenge racism in the context of a caring organisation

To fulfil the above, the following types of behaviour will not be tolerated:

- Provocative behaviour, i.e. the wearing of any racist badges or insignia
- The use of verbal abuse or name calling of a racist nature
- The encouragement of others to behave in a racist way
- The ridiculing of any individual for cultural differences e.g. food, dress, music etc
- The telling of racist jokes or stories

## **Choice of Resources**

For our equal opportunities policy to work effectively, it is essential that all resources used by the Choir should reflect our policy.

Any materials that employ the use of racist, sexist, stereotypical or in any way derogatory images or texts are unacceptable.

## **Ability**

The choir recognises good effort and attitudes regardless of achievement. All students have equal access to the same high standards of voice coaching provided by music staff.

Version 1.1

Reviewed by Committee – March 2017

Next review – March 2018