

Sheffield Philharmonic Chorus (SPC) is committed to presenting and participating in choral music across the city of Sheffield and beyond, in accordance with its charitable objects: *'to advance the education of the general public in choral music by the regular performance of such music from the widest possible repertoire and such means as the Committee think fit'*.

SPC is committed to promoting equality diversity and inclusion. The Chorus understands and approaches diversity in its most broad and inclusive sense, recognising that all individuals are different, and in accordance with the Equality Act 2010, believing that individuals should be treated fairly and equally regardless of race, ethnicity, gender, sexual orientation, gender identity, disability, religion, faith, economic and material status, and age. SPC aims to ensure that no person is discriminated against or disadvantaged for their circumstances, identity or beliefs.

### **GOVERNANCE, EMPLOYMENT and BUSINESS ARRANGEMENTS**

SPC will seek to undertake all activities in compliance with this policy, which will be monitored by Trustees (members of the committee). The Chorus recognises the value of a diverse committee and will try to have diversity in any appointment panels and in the committee itself.

SPC expects everyone involved in the Chorus to treat others with fairness and respect. All are responsible for actively promoting equality, assisting in the removal of any discriminatory practice, and establishing and promoting good practice in their areas of work.

Equality diversity and inclusion will be considered as part of the recruitment of professionals, trustees, and volunteers. SPC will proactively encourage a wide range of people to work with the Chorus in an organising or delivery capacity and will work to ensure that selection procedures are free from bias.

### **MEMBERSHIP**

SPC is committed to championing classical choral music and seeks to attract and retain a fully inclusive and diverse membership, based purely on the ability to sing to the required standard.

SPC recognises that membership fees may prevent access for some people and will respond to requests to make alternative arrangements on a case-by-case basis in accordance with need. SPC will seek to make reasonable adjustments to ensure that membership of the Chorus is accessible to all.

### **PROGRAMMING and AUDIENCE DEVELOPMENT**

Where SPC is able to influence artistic programming, the Chorus will aim to reflect diversity in the programme, and to attract diverse and inclusive participants and audiences. Wherever possible, work will be programmed in venues that are fully accessible.

When setting ticket prices, SPC will try to enable access from as wide and diverse and inclusive an audience as possible, especially with regards to young people.

SPC will treat all performers, venue staff and audience members with fairness and respect.

### **COMMUNICATION**

SPC will seek to ensure its communications are free from bias, oppressive, pejorative or offensive terminology and imagery. It will aim to give clear information to promote inclusive language and imagery to attract interest in its activities.

This policy will be included in advertisements and agreements for the provision of services, to ensure those with a duty to enforce the policy are aware of their responsibilities.

### **COMPLAINTS**

Any individual, member or performer who considers that they are suffering from unequal treatment on the grounds of discrimination of any form, may raise a complaint using the SPC Complaints Policy which is available on the SPC website.

### **POLICY REVIEW**

This policy will be reviewed annually to ensure compliance with relevant statutory legislation and good practice. Any necessary revisions will be approved by Trustees.