



Royal Free Music Society Equality and Diversity Policy

The Royal Free Music Society (RFMS) is committed to promoting diversity and equality of treatment for all. It therefore sets out to be open and non-discriminatory in all respects. All members of the RFMS are required to abide by this policy.

Membership of the RFMS

The RFMS is a non-auditioning choir open to anyone aged over 16. Members do not need to be able to read music, however an ability to sing in tune is expected. The choir is based at the Royal Free Hospital and welcomes hospital staff, current and former patients as well as members of the community.

Aims of this policy

- To ensure no one shall be refused membership of the choir on the grounds of gender, gender reassignment, ethnicity, sexual orientation, disability, age, religious beliefs, marital or civil partnership status, pregnancy or maternity, or financial standing.
- To create an open and friendly atmosphere where there is mutual respect and no individual feels isolated or uncomfortable participating in choir activities. In particular, the RFMS believes that bullying and harassment of any kind is unacceptable and will ensure all members of the choir respect, and act in accordance, with this policy.
- To ensure that our concerts and public activities are open and accessible to all.

What this means

Promotion

The RFMS will:

- Produce publicity material that presents appropriate and positive messages to promote inclusion.
- Make it explicit on our website that we are an inclusive choir and that our activities are accessible.
- Provide information on our concert listings about venue accessibility and offer free places for carers and for children under 16.
- Ensure that the website design takes note of current guidelines on web accessibility for all users.



Membership

The RFMS will:

- Make all members aware of this policy.
- Maintain our policy of not making auditions an entry requirement.
- Ask all new members whether they have any specific needs that should be taken account of in order to facilitate their participation in the choir.
- Review all members' needs through a biennial survey.
- Have a nominated person for inclusion issues, who can be approached about concerns and who will communicate particular needs to the Music Director or Chair of the society. They will also provide guidance to choir members on basic principles and encourage informal assistance to one another.
- Communicate choir information in a range of ways including announcements at rehearsals, emails, Facebook and the website.
- Seek and respond to individual requests and concerns to facilitate participation in rehearsals and concerts.
- Inform members of details about stairs, standing etc. at concerts and make adaptations where necessary.
- Inform choir members that concessionary rates are available on application to those with limited financial means.

Concerts and events

The RFMS will:

- Endeavour to ensure that premises used for concerts are accessible to people with a physical disability and make this clear in our promotion.
- Make space available for wheel-chair users and their carers/companions and offer free entry to concerts to those accompanying disabled people.
- Make available concert programmes in accessible formats.
- Ask attendees whether they have any specific requirements when we are organising events (e.g. workshops and 'come and sings').
- Check whether attendees have any specific dietary requirements if food is to be provided.

Committee membership

We will ensure Committee members are elected annually by the membership of the RFMS.

Implementation of the policy

The implementation of this policy rests with all members of the RFMS. The RFMS Committee is responsible for monitoring its implementation and for proactively and consistently reinforcing the values of this policy.



The Committee will therefore do the following:

- ensure that the policy is made known to all members
- make arrangements for regular review of the policy and ensure it falls in line with relevant up-to-date legislation
- ensure that relevant training is provided to Committee members and others as appropriate
- monitor all activities of the society, including this policy, at intervals and consider its effectiveness and compliance with current legal requirements.

How to raise an issue

In the first instance, a choir member, or member of the audience, should raise an issue relating to this policy with the Inclusion Representative whose contact details can be found on the RFMS website. If the issue involves costs or affects other choir members or musical integrity, it will be considered by a sub-committee of the RFMS committee and a decision will be made as quickly as possible.

Enforcing this policy

The RFMS reserves the right to withdraw membership, after due process, from anyone who fails to respect this policy or who is recommended by the Music Director as having proved themselves unsuitable.