



## **Equal opportunities policy – Dorset Chamber Orchestra**

### **Aims**

Dorset Chamber Orchestra is a music group that offers membership and provides musical activities including high quality performances of a wide range of classical music. Membership is open to anyone over the age of 18 years, based on musical ability.

- We aim to ensure that membership and activities are open and welcoming to everybody entitled to become a member and will treat all members equally regardless of their age, disability, gender reassignment, marriage or civil partnership, pregnancy or maternity, race, religion or belief, sex, sexual orientation, class and socio-economic background.
- We aim to treat our players, volunteers and supporters equally regardless of their age, disability, gender reassignment, marriage or civil partnership, pregnancy or maternity, race, religion or belief, sex, sexual orientation, class and socio-economic background.

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### **Equality of opportunity - Dorset Chamber Orchestra aims to:**

- promote equality for its members and potential members in access to membership and musical activities and opportunities within the membership criteria.
- ensure no member or potential member will receive less favourable treatment or is disadvantaged by the criteria and characteristics set out in the introduction within the membership criteria.
- ensure no individual wishing to volunteer or work for (including on a freelance basis) Dorset Chamber Orchestra will receive less favourable treatment or is disadvantaged by the criteria and characteristics set out in the aims.

### **Inclusion and respect:**

- Dorset Chamber Orchestra values its members, players, volunteers and supporters and will do all it can to:
  - treat them in a respectful manner and ensure they are made to feel equally welcome and included in all activities.
  - provide an environment in which the contribution and needs of everyone are fully valued and recognised.

- Accordingly all members, players, volunteers, supporters and those representing Dorset Chamber Orchestra are expected to treat each other with respect and dignity and ensure activities are welcoming and inclusive for all.
- Inappropriate, violent or abusive behaviour or otherwise offensive and inflammatory remarks and behaviour are not acceptable. These constitute harassment, and have no place in Dorset Chamber Orchestra.
- Dorset Chamber Orchestra will support our members, players, volunteers, and supporters in not tolerating any inappropriate, violent or abusive behaviour from other group members, volunteers, colleagues, other organisations or customers.

### **Accessibility:**

Dorset Chamber Orchestra aims to use venues that are accessible to all for rehearsals, concerts and any other activities or events it undertakes.

### **Dealing with Complaints:**

- If any member, player, volunteer or supporter feels they have been discriminated against or harassed they should raise it with the Executive Committee.
- The Executive Committee will take complaints of discrimination and harassment seriously.
- The Executive Committee will investigate the complaint, listening to all parties involved:
  - If the complaint is against a Executive Committee member, that member will not be part of conducting the investigation.
  - If the complaint is against an individual, that individual will have the opportunity to express their point of view in a safe environment and accompanied by a friend.
  - The person making the complaint will have the same opportunity.
- If a complaint is found against Dorset Chamber Orchestra, the Executive Committee must work to ensure that such discrimination is not repeated in the future, and must inform the members of how they propose to do this.

### **Policy review:**

- The Chairman of the Executive Committee is responsible for providing advice and guidance on equality and diversity issues, and to ensure the Equality and Diversity Policy is kept up to date.
- The policy will be reviewed every two years by the Executive Committee. Members of Dorset Chamber Orchestra will be informed of any changes to the policy and be invited to comment.