



Registered Charity : Cumbria Rural Choirs
Number: 1168081

Equal Opportunities and Diversity Policy

Introduction

Cumbria Singers (CS) is an association of a number of individual choral societies in Cumbria. As such it espouses and supports the Equal Opportunities Policies of its member societies as well as setting out its own policy of not discriminating against people on the grounds of race, ethnic or national origins, gender, marital status, sexual orientation, age, disability, religious or political beliefs, socio-economic status or any other reason not related specifically to Cumbria Rural Choirs' aims and objectives (i.e. musical ability).

The policy has three areas of applicability:

- A. Membership of CS
- B. Consideration of the audience needs at concerts performed by CS
- C. The ways in which CS deals with any people or companies who are suppliers to CS or who have contracts with CS.

The Policy and its accompanying Procedures are outlined below.

A. Membership of CS

Membership of CS is open to members of constituent choirs, singers from other non-affiliated choirs and individual singers who request to join.

Members are invited on the membership form to indicate if that have any special requirements which need to be taken into account to enable them to participate.

Rehearsals/ Performance: The venues used for CS rehearsals and performances will be fully DDA compliant.

Any bookings made on behalf of CS shall be conditional upon facilities, including toilets, being DDA compliant. DDA compliancy should be checked at the time of booking.

Performances: CS will make arrangements for members with any disability to be seated in an accessible location.

The Concert Secretary, or other designated Trustee, shall make a seating plan taking into account any choir members with disabilities, and also assign other choir member(s) to give assistance as the need arises.

Music for Blind or Partially Sighted Members:

CS will make arrangements for the hire of music in Braille or other formats if the need arises.

The Librarian, or other designated Trustee should be notified of any specific need for music in a non-standard format and then should obtain music to suit the member's need.

Subscriptions: subscriptions are a major source of income for CS. The membership fee is agreed each year at the CS Annual General Meeting.

Details of the subscriptions rate shall be given in the CS Annual Report and on its Internet web site.

At the discretion of the Treasurer, reduction in membership subscriptions will be provided to those who otherwise could not participate.

B. Audience Considerations

All performance venues used by CS shall be DDA compliant.

Any bookings made on behalf of CS shall be conditional upon facilities, including toilets, being DDA compliant. DDA compliancy should be checked at the time of booking.

C. Suppliers, Contractors, Soloists

All soloists, instrumentalists, orchestras and musicians taking part in CS Concerts will be engaged purely on the basis of musical ability and affordability with respect to CS's budget.

Anyone entering a supply arrangement with CS shall be engaged on the basis of suitability for the job/tasks and affordability within the society's budget.

The Concert Secretary, or other designated Trustee, should keep records of what arrangements and contracts have been made and on what basis people were selected.

Financial contracts other than with musicians.

Anyone entering a contract with CS of more than £500 in value shall be subject to competitive tendering.

The CS Treasurer shall keep records of contracts placed and the basis upon which the contractor was selected.

This policy will be reviewed by Trustees every three years. Next review date: April 2025