



Equality Policy

This policy applies to all members, the orchestra committee, paid conductors, volunteers, students or anyone working on behalf of the Royal Sutton Coldfield Orchestra (incorporating the RSCO Youth Orchestra and RSCO Orchestra).

The Royal Sutton Coldfield Orchestra is committed to promoting the welfare of children and young people and keeping them safe.

We are also committed to equality, valuing diversity and working inclusively across all of our activities.

We aim to have an orchestra that represents a variety of backgrounds and cultures and can provide the relevant knowledge, abilities and skills for our organisation.

The purpose of the policy:

- To eliminate discrimination
- To encourage diversity amongst our members
- To support our aim to be representative of all sections of society
- To ensure that all members feels respected and able to give of their best
- To provide equality and fairness for all and not discriminate on the grounds of gender, gender assignment, marital status (including Civil Partnerships), race, ethnic origin, colour, nationality, disability, sexual orientation, religion or age
- We oppose all forms of unlawful and unfair discrimination

All members will be treated fairly and with respect. Selection for promotion between sections will be on the basis of aptitude and ability. All members will be helped and encouraged to develop their full potential and the talents and resources of the orchestra will be fully utilised to maximise the efficiency of the organisation.

We recognise that:

- *All* members will be treated fairly and with respect
- Selection for promotion within sections will be on the basis of aptitude and ability
- Membership will be open to all
- Some groups face unfair discrimination

We will seek to ensure equality by:

- Creating an environment in which individual differences and the contributions of all will be recognised and valued
- Ensuring that all everyone is entitled to experience an environment that promotes dignity and respect to all; no form of intimidation, bullying or harassment will be tolerated
- Performance opportunities will be available to all members
- Reviewing our practices and procedures to ensure fairness
- Treating breaches of our Equality Policy as misconduct that could lead to disciplinary procedures
- Promoting The Royal Sutton Coldfield Orchestra in the wider Birmingham area to offer the opportunity of membership to all
- Promote The Royal Sutton Coldfield Youth Orchestra to schools outside of the Four Oaks Cluster area
- Ensuring equality of access to rehearsal venues

A handwritten signature in black ink that reads "John Vickers". The signature is written in a cursive style and includes a long, sweeping underline that extends to the right.

John Vickers
Chairman

Signed on behalf of the RSCO Orchestra.

This policy was last reviewed on 9th July 2020 and will be reviewed annually.