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## KEMS (KING EDWARD MUSICAL SOCIETY OF MACCLESFIELD) EQUAL OPPORTUNITIES POLICY

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As a provider of a service to the community, KEMS (King Edward Musical Society of Macclesfield) accepts the responsibility to promote equal opportunities and challenge discrimination wherever it occurs. This document sets out the main consequences of this commitment and the action to be taken in order to achieve equal opportunities.

### **Policy statement**

KEMS is committed to implementing and promoting equal opportunities in its activities and events. It realises that discrimination exists in society (whether protected by law or not), and believes that this prevents potential and ability from being realised.

KEMS will not tolerate discrimination on the basis of:

- Age
- Colour and race
- Nationality
- Gender
- Sexual orientation
- Partnership status
- Pregnancy
- Physical, mental or learning disability
- Health (including HIV or AIDS status)
- Political or religious belief
- Socio-economic background
- Traveller, refugee or asylum seeker status

### **Who does this policy apply to?**

This policy applies to all associated with KEMS (King Edward Musical Society of Macclesfield) – the committees of both the society and of the individual ensembles (Macclesfield Singers, Macclesfield Symphony Orchestra, Macclesfield Contemporary Ensemble and Macclesfield Concert Band); the musical directors; soloists; the present and potential members; and the present and potential audience.

### **Principles**

The key principles of this equal opportunities policy are to:

- Provide equality for all
- Promote an inclusive culture
- Respect and value the differences of everyone
- Prevent discrimination, harassment and victimisation
- Promote and foster good relations across the membership and with partners.

This means being aware of the impact of our behaviour and thinking about the impact of recruitment policies on people from the groups listed above.

### **Objectives**

KEMS (King Edward Musical Society of Macclesfield) realises that a genuine commitment to equal opportunities must operate on all levels:

- 1.1. KEMS will seek to prevent discrimination and ensure equal representation in the services it offers. This involves the development of greater diversity in the committee, members and concert audiences. Where discrimination does occur, it will be dealt with through the agreed procedures.

Membership and subscriptions

- 1.2. Membership of KEMS is open to anyone of suitable musical ability. There is no audition required and the society offers a 'settling in' period. Information about the society is readily available at [www.kems.org.uk](http://www.kems.org.uk), and performances are promoted by posters in various locations, flying around neighbourhoods, and social media.
- 1.3. The subscription fee is reviewed and agreed each year by the committee. KEMS will continue to operate a policy in which membership is free to those in full time education.

### **Venues**

- 1.4. The KEMS committee considers rehearsal and concert venues very carefully and investigates provision of access, space, toilets, car parking, health and safety etc. KEMS will endeavour to ensure, as far as is practicable, that all the rehearsal and concert premises it uses have disabled access. Seating plans are to take into account any members with disabilities and assistance will be offered if the need arises.

### **Concert ticket prices**

- 1.5. Ticket prices will be agreed by the Committee for each event. Performances with free admission (such as the Concert Band bandstand afternoons) will be continued.

### **Music: alternative formats**

- 1.6. The society will try to make arrangements to obtain music in alternative formats.

### **Use of language**

- 1.7. Members and service users should avoid and challenge the use of language which, in any way, belittles anyone. All materials used or developed by KEMS will be judged in the light of the promotion of equal opportunities, and those considered to be discriminatory will not be used.

### **Responsibility**

The KEMS committee has overall responsibility for the effective operation of this policy. However, all volunteers and service users have a duty as part of their involvement with KEMS to do everything they can to ensure that the policy works in practice. KEMS will bring to the attention of all members and service users the existence of this policy, and it will be made available on the society's website.

Complaints of direct or indirect discrimination in any of the forms listed in the policy statement above; or of victimisation should be lodged with the Chairman of the society within three months from the date of the alleged act of discrimination. All instances or complaints of discriminatory behaviour will be treated seriously, promptly and confidentially. Complaints or allegations of an unfounded or malicious nature will also be treated as serious.

This policy will be reviewed and updated by the KEMS committee (if necessary) every year.