



Friends of Cornwall Youth Choirs Equal Opportunities Policy

Introduction

This policy outlines the purpose, nature and management of equal opportunities in Friends of Cornwall Youth Choirs. The policy reflects the consensus of opinion of the Committee and has its full agreement. The implementation of this policy is the responsibility of all staff and volunteers.

Aims

Our aims are to:

- Teach every child and young person to the best of our abilities
- Offer equal opportunities regardless of race, culture, gender, academic ability, physical disability or class
- Provide an environment free from social, sexual, or cultural prejudice for all members of our choir
- Achieve an environment in which children and young people (CYP) can be respected as individuals and in which the varied experiences of all our CYP can enrich their lives

Committee's Responsibility

We believe that the Committee of the Friends of Cornwall Youth Choirs has a responsibility to develop the potential of all our CYP and should therefore challenge any discriminatory practice that gets in the way of this objective.

The Committee should:

- Promote equal opportunities in the general organisation of the choir
- Periodically review progress towards equality of opportunity of all CYP in the choir

Gender

It is our policy to:

- Seek to promote non-sexist attitudes in both CYP and staff

- Allow CYP equal access to any opportunities within the choir, and help them develop to their full potential
- Value all efforts and achievements of CYP

Physical Disability

It is our policy that:

- CYP should not be treated in any way differently to others due to their individual physical disabilities and needs
- A provision should be made for the individual special needs of any disabled CYP in our choir
- A physically disabled CYP has a right to take part in all activities undertaken by the choir, in so far as their disability allows them to

Race

It is our policy that:

- No CYP or adult should be treated in any way differently, or in a derogatory manner, because of their race, and to challenge racism in the context of a caring organisation

To fulfil the above, the following types of behaviour will not be tolerated:

- Provocative behaviour, i.e. the wearing of any racist badges or insignia
- The use of verbal abuse or name calling of a racist nature
- The encouragement of others to behave in a racist way
- The ridiculing of any individual for cultural differences e.g. food, dress, music etc
- The telling of racist jokes or stories

Choice of Resources

For our equal opportunities policy to work effectively, it is essential that all resources used by the Choir should reflect our policy.

Any materials that employ the use of racist, sexist, stereotypical or in any way derogatory images or texts are unacceptable.

Ability

The choir recognises good effort and attitudes regardless of achievement. All CYP have equal access to the same high standards of voice coaching provided by music staff.

Date formally accepted: January 2023

Date becomes effective: January 2023

Reviewed: Annually – next review due January 2024

Reviewed by: