**Equal Opportunities Policy 2018**

(For the purposes of this document Voices In Harmony (VIH) includes its junior choir Pure Harmony).

Voices In Harmony (VIH), its committee and members aims to improve the quality of life and enhance the status and influence of our members and the people from the diverse communities around us. In the course of our activities VIH is mostly involved with members of the general public, charities and other organisations that enjoy the world of music and singing in particular.

VIH believes that freedom from discrimination and equality of opportunity are fundamental rights and that each person should be valued regardless of age, race, gender, disability, sexual orientation, religion or belief, medical condition, and social class. VIH recognises that discrimination and victimisation is unacceptable and that it is in the interests of the Choir committee and its members to utilise the skills of the membership as befits each individual.

It is the aim of VIH to ensure that no member or volunteer applicant receives less favourable facilities or treatment (either directly or indirectly) in either recruitment or membership on grounds of age, disability, gender / gender reassignment, marriage / civil partnership, family status, civil status, pregnancy / maternity, race and membership of the travelling community, religion or belief, sex, or sexual orientation (the protected characteristics under the Equality Act 2010 and 2018 amendments). VIH will organise all its activities to ensure that diversity is valued and equality of opportunity promoted.

Harassment of any kind (specifically in the areas covered by the policy) will be considered a disciplinary offence. Harassment may involve derogatory and discriminatory remarks, ridicule, unwanted physical contact, demands for favours, or physical assault. Committee members, choir members and volunteers or anyone connected with VIH could be liable for dismissal or be asked to resign if they are in breach of this policy.

We will ensure all choir members, committee members, other volunteers and the public are treated fairly and consistently without discrimination.