



BIRMINGHAM FESTIVAL CHORAL SOCIETY

First Concert 1845

www.bfcs.org.uk

President:
THE LORD MAYOR OF
BIRMINGHAM

Music Director:
DAVID WYNNE

Registered Charity No. 510847

Equal, Diversity and Inclusion policy

Introduction

BFCS is a choral society open to all. We are committed to encouraging equality, diversity, and inclusion in our music group.

We are committed against unlawful discrimination in providing activities / services / facilities.

We will not unlawfully discriminate because of the Equality Act 2010 protected characteristics of:

- age
- disability
- gender reassignment
- marriage and civil partnership
- pregnancy and maternity,
- race (including colour, nationality, and ethnic or national origin),
- religion or belief,
- sex
- sexual orientation

BFCS is also committed to promoting equality of opportunity regardless of class and socio-economic background.

This policy applies to everyone connected to BFCS. This includes, but is not limited to: members, volunteers, staff, individuals engaged to provide a service (e.g. freelancers), individuals applying to volunteer or work with us, supporters, members of the public accessing our services or attending our events.

Aims

BFCS aims to:

- Provide and promote equality of opportunity and equitable treatment for everyone.
- Make our activities accessible and inclusive by removing barriers to entry.
- Encourage, celebrate and value diversity and inclusion.
- Ensure every member feels respected and able to give their best.
- Eliminate unlawful direct and indirect discrimination, harassment and victimisation.

Responsibilities

- The Chair of BFCS is the EDI lead and responsible for providing advice and guidance on equality, diversity and inclusion issues, and for ensuring the Equality, Diversity and Inclusion Policy is kept up to date.

General practice

BFCS will treat everyone equally regardless of their age, disability, gender reassignment, marriage or civil partnership, pregnancy or maternity, race, religion or belief, sex, sexual orientation, class and socio-economic background.

BFCS will promote equality of access to membership and musical activities and opportunities.

We will ensure no one receives less favourable treatment or is disadvantaged by the criteria and characteristics set out in the introduction. This includes but is not limited to:

- Individuals accessing membership.
- Individuals accessing musical activities and opportunities.
- Volunteers, employees or people engaged to provide a service (e.g. freelancers).
- Individuals applying to volunteer or work with (including freelancers) BFCS.

We acknowledge our responsibility to make reasonable adjustments to our activity to enable access under the Equality Act 2010

We will select candidates for volunteering or paid opportunities based on their skills, qualifications and experience.

BFCS commitment to anti-discriminatory practice relates to all kinds of discrimination:

- Direct discrimination, where someone is treated less favourably than another because they have a protected characteristic.
- Indirect discrimination, where a requirement or a condition is applied that has a detrimental effect on a particular group or individual. This applies even if there was not a deliberate intention to discriminate.
- Associative discrimination, where direct discrimination against someone occurs because they associate with another person who has a protected characteristic.
- Perceptive discrimination, where direct discrimination against someone occurs because others think they have a protected characteristic even if they do not possess that characteristic.
- Harassment, where unwanted behaviour related to a protected characteristic occurs that violates a person's dignity or creates an intimidating, hostile, degrading, humiliating or offensive environment for them. This applies even if the conduct is not directed at the individual or if they do not have the protected characteristic.
- Third party harassment, which recognises potential liability for the harassment of someone connected to the group by external contacts.
- Victimisation, when someone is treated badly because they have made or supported a complaint, or it is thought that they have done so.

Inclusion and respect

- BFCS will:
 - treat everyone in a respectful manner and ensure they are made to feel equally welcome and included in all activities.
 - provide an environment in which the contribution and needs of everyone are fully valued and recognised.
- All members, staff, freelancers, volunteers, supporters and those representing BFCS are expected to treat each other with respect and dignity and ensure activities are welcoming and inclusive for all.
- Inappropriate, violent or abusive behaviour or otherwise offensive and inflammatory remarks and behaviour are not acceptable. These constitute harassment and have no place in BFCS.

BFCS will support our members, volunteers, staff, freelancers and supporters in not tolerating any inappropriate, violent or abusive behaviour from other group members, volunteers, colleagues, freelancers, other organisations or customers.

Removing barriers

BFCS is committed to making sure its activities are accessible and inclusive.

We recognise that there may be a range of barriers that could stop individuals accessing our activities or feeling included in them. These barriers may not always be obvious or visible and could be:

- Physical
- Practical
- Cultural
- Economic

We will work to identify any such barriers and take reasonable measures to remove them.

Dealing with Complaints

If any member, volunteer, staff, freelancer or supporter feels they have been discriminated against, harassed or victimised, they should raise it with the Chair and it will be dealt with in line with the BFCS Complaints and Grievance policy.

Policy review

The policy will be reviewed every two years by the BFCS committee. Members of BFCS will be informed of any changes to the policy and be invited to comment.

Revision	Rev. Date	Description of change	Revised by
1	June 2024	Original issue	Trustees
2	Nov 2024	Policy updated	Trustees

