

SEMVC Values Statement

St Edmundsbury Male Voice Choir was formed in 1988 and currently numbers approximately 90 members drawn from Bury St Edmunds and its surrounding towns and villages. The Choir's aim is to promote the sound and unity derived from an all-male voice choir. To that end, all members of the Choir will be male. However, concerts and other activities organised and participated in by SEMVC will, to the best of its ability, promote a diverse range of performers.

SEMVC believes in equality and values diversity in all its dealings. SEMVC does not tolerate discrimination on the basis of gender, age, disability, race, religion or belief, sexuality, or social class. We aim to provide accessibility, delivered in a way that accommodates the needs of each individual and does not exclude anyone.

SEMVC intends to embed its values statement around equality and diversity into everyday practice, policies and procedures so that they become the norm. Equality and diversity are a consideration in items for discussion and in decision making at Committee meetings.

Equality is about ensuring that access to opportunities in all Choir activity, with the exception of gender in performances, is available to all by taking account of people's differing needs and capabilities. Diversity is about recognising and valuing differences through inclusion, regardless of difference or perceived difference.

SEMVC is committed to:

- applying its Equality and Diversity Policy to the recruitment of remunerated and honorary positions;
- working within current legislation and guidelines;
- encouraging and valuing diversity through monitoring, gathering feedback and making changes as a result;
- providing an environment which is free from harassment, bullying and discrimination.
- having an effective Complaints Procedure, Code of Conduct Policy, and Conduct Committee to impartially resolve issues that arise.

Legislation

Legislation offers protection from discrimination on the grounds of sex, marriage including civil partnership, gender reassignment, race, ethnic origin, nationality, national origin, colour, disability, religion or belief, sexual orientation, and age. SEMVC will not discriminate on any of these grounds in any of its practices or its relationship with participants.

Monitoring

SEMVC Committee is responsible for monitoring the practices of the Choir and Music Team. SEMVC Committee is also responsible for upholding best practice in the area of equalities and diversity.

Freedom from Bullying and Harassment

SEMVC is committed to creating an environment which is free from bullying and harassment and where everyone understands that their contribution is valued. All complaints of bullying or harassment will be taken seriously and investigated speedily and confidentially.

Making a Complaint

The Complaints Procedure is available on the SEMVC website and is the mechanism participants can use to highlight poor practice or complain about SEMVC practice. It includes the ways in which complaints will be addressed.