

Equality, Diversity and Inclusivity Policy

of Worcester Festival Choral Society (hereafter WFCS)

WFCS is a choir formed for male and female voices to enjoy and perform to a high standard of choral singing since 1861. It has enjoyed an illustrious 164 years of doing so.

It is open to anyone who has the appropriate singing ability and some music-reading experience and is able to pass a basic voice test. There is also a requirement that members will have a basic physical ability to walk on and off a tiered stage and stand and sit at appropriate times safely during concerts.

We are committed to encouraging equality, diversity and inclusivity and will not unlawfully discriminate as set out in the Equality Act 2010.

Characteristics of prospective members including:

- Age (subject to singing and physical capability as set out in Aims and Objectives)
- Gender/gender reassignment
- Marriage/civil partnership
- Pregnancy/maternity
- Race (including colour, nationality and ethnic or national origin)
- Religion/belief
- Sex
- Sexual orientation

are not discriminated against.

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

WFCS aims to :

- Provide and promote equality, opportunity and equitable treatment for all
- Offer activities that are accessible and inclusive within the confines of the aims and objectives of the organisation
- Encourage, celebrate and value diversity and inclusion within the confines of our aims and objectives
- Ensure every member feels respected
- Eliminate unlawful direct and indirect discrimination, harassment or victimisation.

The Chairman of WFCS is the Equality, Diversity and Inclusivity leader responsible for providing advice and guidance on equality, diversity and inclusivity issues.