

HELENSBURGH ORCHESTRAL SOCIETY

EQUAL OPPORTUNITIES POLICY

Aims

Membership of Helensburgh Orchestral Society (HOS) is open to all amateur orchestral players. We aim to create an atmosphere of friendship, respect and care for each other in all our dealings with participants, professional tutors, audience members and suppliers.

In particular, we aim to treat everyone involved with HOS equally, regardless of their age, disability, gender reassignment, marriage or civil partnership, pregnancy or maternity, race, religion or belief, sex, or sexual orientation in accordance with the UK Equality Act 2010 and we aim not to discriminate on the basis of protected characteristics.

We will ensure that individuals are treated equally and on the basis of their relevant merits and abilities.

HOS seeks to avoid and/or resolve impediments to equal access to orchestral music. We also aim to integrate inclusion and diversity into artistic planning of repertoire choice.

Definitions

Equality is about equal and fair treatment regardless of a person's background, social status or characteristics.

Diversity places positive value on both individual and group differences which benefit and enrich communities. Discrimination is the unjust or prejudicial treatment of individuals or certain groups on the basis of their characteristics, contravening the ethos of equality and diversity.

Accessibility

HOS chooses rehearsal and concert venues which are accessible for performers, participants and audience members with limited mobility.

We are committed to ensuring that Committee members and anyone else involved with management meetings are able to attend and, if necessary, we will reassess our access requirements to meet the needs of new people.

Inclusion and respect

All rehearsal participants, tutors and audience members should be made to feel equally welcome and included at all events.

Sexist, racist, homophobic, transphobic or otherwise offensive and inflammatory remarks and behaviour are not acceptable. These constitute harassment and have no place at HOS events.

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Dealing with discrimination and harassment

If anyone feels they have been discriminated against by HOS or harassed at a HOS event they should raise this with the President or one of the Committee.

The President or his/her nominee will investigate the complaint, listening to everyone involved. If the complaint is against a member of the Committee, then that person will play no part in conducting the investigation.

If the complaint is against a particular individual, this person will have the opportunity to express their point of view, accompanied by a friend. The person making the complaint will also have this opportunity.

If the complaint is against HOS as an organisation, the Committee shall work to ensure that such discrimination is not repeated in the future.

Any decision to exclude a person from HOS activities due to discriminatory or harassing behaviour will be made by the Committee. HOS will support people who feel they have been harassed or discriminated against and will not victimise or treat them less well because they have raised a complaint.

Endorsed and adopted by the Committee on 02/12/2024

Due for review: three yearly - December 2027