



# Mold Barbershop Harmony Club

## **Diversity and Equal Opportunities Policy Statement**

Mold Barbershop Harmony Club exists to promote Barbershop Singing in general and in particular male choral barbershop singing within the 'Clwyd Clippers' chorus. Of necessity, ordinary members of Mold Barbershop Harmony Club need to be male and need to be able to sing to an acceptable standard.

In all other respects, Mold Barbershop Harmony Club is committed to the principles of supporting diversity and equal opportunities.

We will make every effort to ensure that no member of the group receives less favourable treatment than another because of their race, age, colour, ethnic or national origin, or because of his or her religion, disability, appearance, sexuality, responsibility for dependants, marital status, or viral status.

- We are opposed to any discriminatory practices and attitudes relating to race, sex, disability or other factors detailed above, and are committed to tackling them in all aspects of our activities.

In carrying out this policy we will:

- Ensure that our performances promote diversity and do not give offence to any groups in society.
- Ask prospective members whether they have any special needs and, if so, we will make every effort to accommodate them.
- Ensure that applicants for club membership are considered solely on the basis of merit and ability.
- Ensure that no member will be disadvantaged by unnecessary conditions, qualifications or requirements.
- Ensure that all members act in a way which is consistent with this policy.
- Take seriously and investigate urgently any alleged breach of this policy by any member and take appropriate action, including possible expulsion from the club.
- Monitor and review this policy triennially together with all associated policies and practices to ensure they are fair and lawful.