

## **CHURCH MUSIC SOCIETY**

### **Equality, Diversity and Inclusion Policy**

The Church Music Society is committed to providing an inclusive environment in which everyone with whom it is connected is treated with dignity and respect.

This means sustaining a culture that is free from discrimination linked to age, caring responsibilities, disability, gender, gender identity, marital status (including civil partnership status) pregnancy and maternity, race, religion and belief, sexual orientation, or any combination of these characteristics.

The Trustees seek to reflect different perspectives, experiences and skills, in the pursuit of the Society's aims.

The Church Music Society is committed to a range of actions designed to create a welcoming environment for all stakeholders. These include but are not limited to:

- Maintaining an appropriate infrastructure to develop and implement equality, diversity and inclusivity strategies.
- Involving and consulting members about equality, diversity and inclusion issues.
- Ensuring that all Trustees and any employees are aware of policies and procedures in relation to equality, diversity and inclusion.
- Ensuring that all who have dealings with the Society are treated with respect and dignity and receive fair treatment in all aspects of their dealings.
- Taking seriously and dealing fairly with complaints of unlawful discrimination in relation to any of the society's activities
- Ensuring policies and procedures are fairly constructed and applied.

4<sup>th</sup> February 2022