



Registered Charity No. 1075236

## **EQUAL OPPORTUNITIES POLICY**

Milton Keynes Youth Choir ("MKYC") recognises that life is positively enriched for all of us by the diversity of individuals in society and that we all have a contribution to make. We aim to ensure that MKYC offers equality of opportunity to all young people wishing to join the choir and to existing choir members, job applicants, paid personnel, volunteers and other individuals or organisations with whom we have dealings in the course of our activities.

### **Young People**

No young person should receive less favourable treatment on the basis of, nor suffer disadvantage by reason of:

- class
- ethnic origin, nationality (or statelessness) or race
- gender
- marital or sexual status
- mental or physical ability
- political or religious belief

All members of MKYC should seek to practise this principle of equality, especially in promoting access to MKYC for young people from all parts of society.

### **Staff and Volunteers**

To carry out its work, MKYC seeks to appoint effective and appropriate personnel as music professionals and volunteers to serve on the MKYC management committee. The overriding considerations in making all appointments (both paid and voluntary) shall be the safety and security of young people, and their continued development in accordance with the objectives of the choir.

Accordingly, all those whom MKYC accepts as paid personnel or volunteers must be 'fit and proper' persons to undertake the duties of the particular position to which they have been appointed. All staff and officers of the management committee (being the Chair, Treasurer and Secretary) must obtain an enhanced CRB disclosure in order to be appointed to the post. The physical and mental ability of a particular potential appointee to fulfil a particular role will always be a relevant factor to consider.

Within these constraints, no person applying for a paid post or volunteering their services should receive less favourable treatment on the basis of, nor suffer disadvantage by reason of:

- age
- class
- ethnic origin, nationality (or statelessness) or race
- gender
- marital or sexual status
- mental or physical ability
- political or religious belief

MKYC has a Statement of Policy with regard to the recruitment of ex-offenders.