



## CORPORATE MATTERS

# Equality and Diversity Policy 2014

A document that requires your immediate response

## Ensuring equal treatment of all

*This Policy is written to ensure compliance with the Equality Act 2010*



The British Association of Barbershop Singers

**SING BARBERSHOP**

It's the Harmony that makes the difference

Registered Office: 6 Corunna Court, Corunna Road, Warwick CV34 5HQ  
Registered as a Company No: 3823721 Registered Charity No: 1080930

# Equality and Diversity Policy

## Policy

The British Association of Barbershop Singers believe that no member or visitor should experience less favourable treatment on the grounds of gender, race, colour, nationality, religion, ethnic or national origin, age, gender reassignment or parental/ marital status, sexual orientation or disability. By integrating individual strengths, we will maximise efficiency and creativity, and deliver the highest quality of singing.

### Aims

We will work to ensure that in BABS Clubs, members are:

- \* Treated fairly and without discrimination during their membership, commencing with the recruitment process.
- \* Fairly appraised for personal contributions to the organisation, taking into account internal and external influences.
- \* Able to rehearse and perform in a healthy and safe environment free from hazards.
- \* Able to access opportunities for improvement to develop to their full potential.
- \* Treated with dignity and respect in a fair and consistent manner in an environment where inappropriate behaviour is not acceptable.

### Roles and responsibilities

We are committed to promoting equality for all. If a member feels they have been subject to discrimination, which is in direct conflict with our commitment to equality of opportunity, they should raise this with their Club Chairman. All members have a responsibility to treat others with dignity and respect. If a member is found to have acted in a deliberately discriminatory manner, appropriate disciplinary procedures will apply.

All members and visitors will be informed that an equality and diversity policy is in operation and are bound to comply with its requirements. This policy applies to all members including officers, directors and board of trustees, students or anyone involved in the activities of The British Association of Barbershop Singers. Each BABS Club will issue an Equality and Diversity Policy Statement and review it annually at their Annual General Meeting.

It is expected that those representing BABS or a BABS Club in an external capacity, and as part of their role, will endeavour to ensure that equality and diversity principles and practices are adhered to.

### Monitoring and Evaluation

We will regularly evaluate our services and the effectiveness of our equality and diversity policy.

### Review of this Policy

Our commitment to equality and diversity is an active one. This document will be amended on a regular basis and reviewed annually. We will seek to keep up to date with new developments in Equality and Diversity practice and actively seek information on this issue.

*Colin Bennett*

**Colin Bennett**

Chairman

The British Association of Barbershop Singers



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# Equality and Diversity Policy

## Policy Statement

RETURN  
THIS  
COPY

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All members and visitors will be informed that an equality and diversity policy is in operation and are bound to comply with its requirements. This policy will also be drawn to the attention of other membership bodies through appropriate communication channels.

It is expected that those representing the Club in an external capacity, and as part of their role, will endeavour to ensure that equality and diversity principles and practices are adhered to.

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Signature Club Chairman: \_\_\_\_\_

Club Name: \_\_\_\_\_ Date: \_\_\_\_\_

This Policy Statement should be signed and returned to:

Administration Director  
The British Association of Barbershop Singers,  
6 Corunna Court,  
Corunna Road,  
Warwick  
CV34 5HQ



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Signature Club Chairman: \_\_\_\_\_

Club Name: \_\_\_\_\_ Date: \_\_\_\_\_

This signed copy of the Policy Statement should be retained by the club

