



Equal Opportunities Policy

1. Sing Your Heart Out (SYHO) is an organisation which aims to treat everyone equally, and with respect and dignity. This is regardless of age, race, beliefs, colour, physical disabilities, gender, sexual orientation, mental health, learning disabilities or any other possible reason for exclusion. We see diversity as something positive to be encouraged.
2. In recruiting paid staff or volunteers, all applicants will be selected according to their abilities and suitability for the tasks in accordance with this .
3. SYHO will promote this attitude amongst attendees at all SYHO singing workshops.
4. **SYHO** welcomes the statutory requirements laid down in
 - i. The Equal Pay Act 1970.
 - ii. The Rehabilitation of Offenders Act 1974.
 - iii. The Sex Discrimination Act 1975.
 - iv. The Race Relations Act 1976 and the Race Relations Amendment Act Feb 2000.
 - v. The Disability Discrimination Act 1995.
 - vi. The Asylum & Immigration Act 1996.
 - vii. The Human Rights Act Nov 1998.
 - viii. The Employment (Religion or Belief) and (Sexual Orientation) Regulations 2003.
 - ix. The Gender Recognition Act 2019
5. SYHO will ensure that
 - i. Services are accessible, appropriate and delivered fairly to all.
 - ii. The mix of its volunteers and Trustees reflects, as far as possible, the broad mix of the population of its local community.
 - iii. Traditionally disadvantaged sections of the community are encouraged to participate and become involved.

Policy adopted 4/2/20

Policy due for review 1/22