

## MORLAND CHORISTERS' CAMP POLICIES

### EQUALITY, DIVERSITY AND INCLUSION

Morland Choristers' Camp has developed this policy as a statement of its commitment to promoting equality, diversity and inclusion within its community.

The overall aims of this policy are to:

- Eliminate discrimination, harassment, and victimisation
- Promote positive attitudes to difference and good relationships between people with different backgrounds, genders, sexual orientation, cultures, faiths, abilities and ethnic origins
- Uphold our legal obligations under the Equality Act 2010 by not discriminating on the grounds of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race (including colour, nationality, and ethnic or national origin), religion or belief, sex, and sexual orientation

**We actively seek out opportunities to embrace the following key concepts:**

- Shared Humanity - Identifying commonality and shared values, aspirations and needs underpins our approach to equality. We value our fundamental similarities and universality
- Valuing difference and diversity - We appreciate the richness within our differences and look for ways of celebrating and understanding them better
- Interdependence, interaction and influence - We recognise that, as they evolve, distinct cultures, beliefs and lifestyles will impact on and inform each other
- Social cohesion within the camp and with the local village community
- Excellence - We aim to inspire and recognise high personal and collective achievement
- Personal and cultural identity - We will value the complexity of our personal and cultural identities

**Our vision statement about equality**

Morland Choristers' Camp seeks to foster a warm, welcoming, and respectful environment, which allow us to question and challenge discrimination and inequality, and resolve conflicts peacefully.

We recognise that there are similarities and differences between individuals and groups but we will strive to ensure that our differences do not become barriers to participation, access and learning, and to create inclusive processes and practices, where the varying needs of individuals and groups are identified and met. We therefore cannot achieve equality for all by treating everyone the same.

We will build on our similarities and seek enrichment from our differences and so promote understanding and learning between and towards others.

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### **Our duties**

We recognise and accept our equality duties as set out in the Equality Act 2010 and have sought to involve wider camp community in the process in order to ensure better outcomes for all. We have due regard to the need to ensure that persons with a protected characteristic are not discriminated against in any way during the camp.

We will take timely and proportionate action against, and report to the General Manager or Chair of the Trustees, any process, policy, or behaviour we feel contravenes the spirit of Equality as outlined in this Policy.

We will make reasonable adjustments for, and provide extra support to, those who need it in order to access the whole range of musical and social activities provided by the camp.

We are also guided by the United Nations Convention on the Rights of the Child.

**We will ensure we identify opportunities for promoting the key concepts and our duties on equality legislation across all aspects of the camp.**

**These opportunities are likely to include all or some of the following:**

- Camp policies
- Rehearsals
- Breaks in rehearsals and meal times
- Afternoon activities
- Staff interactions with choristers
- Behaviour management approach and sanctions
- Choice of musical repertoire
- Groupings of staff and choristers
- Campsite organisation
- Access to facilities

### **The roles and responsibilities within the camp community**

The senior staff will:

- Ensure that staff, choristers, and parents are aware of this Equality Policy
- Encourage staff, choristers, and parents to be involved in the development of this Equality Policy
- Oversee the effective implementation of this policy
- Ensure staff have access to training which helps to implement this policy
- Keep up to date with current issues so that the camp's actions are in line with the best advice available
- Have responsibility for supporting other staff in implementing this Policy
- Provide a lead in the dissemination of information relating to this Policy
- Assist in implementing reviews of this policy

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The staff will:

- Be fully aware of this Equality Policy and how it relates to them
- Understand the importance of equality and support this Equality Policy
- Actively promote the spirit of Equality
- Make known any queries or training requirements
- Be involved in the development of this Policy

The trustees will:

- Designate a trustee with specific responsibility for the Equality Policy
- Support the senior staff in implementing any actions necessary
- Engage with choristers and parents about the policy where relevant
- Evaluate and review the policy as part of the normal policy review cycle

Choristers will:

- Be encouraged and expected to act in accordance with the spirit of this Policy
- Be encouraged to actively support this Policy

Parents/Carers will:

- Be given opportunities to become involved in the development of this Policy
- Have access to the Policy through the camp website
- Be encouraged to actively support the Policy
- Be informed of any incident related to this Policy which could directly affect their child

### **Supporting transgender staff and choristers**

Over recent years we have seen an increasing number of members of the camp community identifying as a gender different to that assigned to them at birth. This is a life changing decision for these young people, and one which can cause great anxiety and distress if not supported properly. We as a camp community have a moral and legal obligation to support them through this challenging time.

Due to the nature of the camp it is important to recognise the rights of our transgender staff and choristers, and to outline the camp's responsibilities towards them.

To assist us with meeting their needs we would strongly encourage trans staff and choristers, and, if applicable, their parents or carers, to contact the general manager, admin staff, or house parent team when applying for camp to discuss what reasonable steps we can take to make their experience of camp as stress-free as possible.

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Staff and choristers can expect:

- To be treated at all times as a person of the gender with which they identify
- To have full use of the facilities, including sleeping accommodation, designated for the gender with which they identify.
- To have their personal details, including trans status, kept confidential by the camp staff, in accordance with General Data Protection Regulation / Data Protection Act 2018.

Sleeping accommodation will be provided according to the gender with which staff and choristers identify. We strongly recommend that non-binary choristers contact the camp in advance to discuss their own individual arrangements. If any staff or choristers wish to sleep in cisgender only accommodation, ie with those who identify as the gender assigned to them at birth, then they will be given the option for this on the application form.

Staff and choristers will be given the option to have their chosen pronouns (eg She/Her or They/Them) printed on their name badge.

Staff and trustees will endeavour to use gender neutral language when addressing choristers singly and as groups, though we recognise that this is not always possible and /or sensible.