

# **South West Philharmonia & Chorus**

## **Equality, Diversity & Inclusion (EDI) Policy**

**Policy Version: 1.2**

**Date Adopted: 17.12.2025**

**Review Frequency: Annually**

**Next Review Due: September 2026**

**Approved by: Senior Leadership Team (SLT)**

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### **1. Policy Statement**

South West Philharmonia & Chorus (SWPC) is committed to being an inclusive, welcoming and respectful organisation where everyone is valued and able to participate fully, regardless of background or circumstance.

We believe that music is for everyone and that diverse voices, experiences and perspectives strengthen our artistic work, our community impact and our organisational culture.

Equality, Diversity and Inclusion are embedded across all areas of SWPC's activity, including participation, leadership, artistic programming, volunteering, partnerships and audience engagement.

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### **2. Our Commitment**

SWPC is committed to:

- Promoting equality of opportunity for all
- Valuing and celebrating diversity

- Actively challenging discrimination, harassment and exclusion
- Creating safe, supportive and inclusive spaces to sing, play and perform
- Removing barriers to participation wherever reasonably practicable

EDI is an **active, ongoing commitment**, not a one-off statement.

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### 3. Scope of the Policy

This policy applies to:

- All performers and participants
- Children and young people
- Staff, freelancers and volunteers
- Members of the Management Team
- Members of the Senior Leadership Team
- Audiences, supporters and partners
- Contractors and third parties working with SWPC

It applies across all SWPC activity, including rehearsals, performances, events, tours, outreach work and digital spaces.

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### 4. Legal Framework

This policy is informed by the **Equality Act 2010**, which protects individuals from discrimination based on the following protected characteristics:

- Age
- Disability

- Gender reassignment
- Marriage and civil partnership
- Pregnancy and maternity
- Race (including colour, nationality and ethnic or national origin)
- Religion or belief
- Sex
- Sexual orientation

SWPC also recognises the importance of inclusion relating to:

- Socioeconomic background
- Caring responsibilities
- Neurodiversity
- Physical and mental wellbeing

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## **5. Equality of Opportunity**

SWPC is committed to ensuring that no individual or group is unfairly disadvantaged.

This includes:

- Open and transparent participation opportunities
- Fair and accessible recruitment of staff, freelancers and volunteers
- Inclusive rehearsal and performance environments
- Reasonable adjustments for disabled participants
- Clear, consistent and respectful communication

Where barriers are identified, SWPC will take proportionate steps to address them.

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## **6. Inclusive Culture and Behaviour**

Everyone involved with SWPC is expected to:

- Treat others with dignity, courtesy and respect
- Use inclusive and appropriate language
- Be mindful of different lived experiences
- Support an environment where people feel safe to be themselves
- Uphold SWPC values in person and online

Inclusive behaviour is a shared responsibility.

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## **7. Zero Tolerance of Discrimination and Harassment**

SWPC operates a zero-tolerance approach to:

- Discrimination
- Harassment
- Bullying
- Victimisation

Concerns or incidents may be raised with:

- A member of the Management Team
- A Safeguarding or Welfare Lead
- A member of the Senior Leadership Team

All concerns will be taken seriously, handled sensitively and addressed fairly and proportionately.

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## **8. Access, Inclusion and Reasonable Adjustments**

SWPC will:

- Seek to use accessible venues wherever reasonably practicable
- Provide clear access information in advance of activities
- Offer reasonable adjustments to enable participation
- Consider physical, sensory, cognitive and mental health needs

Participants are encouraged to share access requirements so appropriate support can be planned.

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## **9. Children, Young People and Vulnerable Adults**

Where children, young people or vulnerable adults are involved:

- EDI principles will operate alongside safeguarding policies
  - Age-appropriate, inclusive and respectful practice will be followed
  - Additional care will be taken to ensure voices are heard and respected
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## **10. Artistic Programming and Representation**

SWPC is committed to:

- Broad and inclusive repertoire choices
- Representation of diverse composers, artists and musical traditions

- Challenging assumptions about who orchestral and choral music is for
- Creating opportunities for underrepresented voices

Artistic excellence and inclusion are complementary and mutually reinforcing.

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## **11. Digital and Online Spaces**

SWPC expects the same standards of respect and inclusion in digital spaces as in physical settings, including:

- Email communications
- Social media platforms
- Messaging groups
- Online rehearsals and meetings

Discriminatory or exclusionary behaviour online will be addressed in line with this policy.

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## **12. Roles and Responsibilities**

### **Senior Leadership Team (SLT)**

- Holds overall accountability for Equality, Diversity and Inclusion
- Sets organisational direction and expectations
- Reviews this policy annually and ensures it remains fit for purpose

### **Management Team**

- Embeds EDI principles into day-to-day activity
- Responds to concerns and incidents appropriately

- Supports inclusive practice across rehearsals, events and projects

### **Staff, Freelancers and Volunteers**

- Uphold the principles of this policy
- Contribute positively to an inclusive environment
- Challenge inappropriate behaviour where it is safe to do so

### **Participants and Members**

- Treat others with respect and courtesy
  - Engage positively with SWPC's inclusive culture
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## **13. Training, Awareness and Learning**

SWPC will:

- Promote awareness of EDI principles
  - Provide guidance and learning opportunities where appropriate
  - Encourage reflection, listening and continuous improvement
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## **14. Monitoring and Review**

SWPC recognises that Equality, Diversity and Inclusion is a journey.

This policy will be:

- Monitored throughout the year
- Reviewed annually by the Senior Leadership Team

- Updated in response to feedback, learning and best practice

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## **15. Policy Statement**

SWPC believes that everyone deserves to feel welcome, safe and valued. By embedding equality, diversity and inclusion at the heart of our work, we strengthen our music-making, our organisation and the communities we serve.