

Haddo House Choral & Operatic Society Access Policy

February 2017

Haddo House Choral & Operatic Society (HHCOS) is committed to promoting equality of opportunity for all and to ensuring that no individual is discriminated against in the planning and delivery of any of our activities. Our aim is to ensure that everyone feels involved and included in our plans, programmes and activities.

HHCOS has a fully detailed Equality and Diversity Policy, based on the Equality Act 2010, which is available for everyone to consult on our website. Please ask a Management Committee if you require a paper copy.

The main principles as they apply to our activities are summarised in this Access Policy. All HHCOS members and those who interface with the public and other bodies as part of organising our performances will receive a copy for guidance.

All HHCOS committee members will be required to apply the principles in their work for the Society. It is the responsibility of the Management Committee to ensure the Access Policy and the Equality and Diversity Policy are applied.

This Access Policy will be reviewed from time to time and the document will be controlled by HHCOS. Each revision will be issued by the Management Committee and will be given to all relevant members of the Society. New members will receive a copy upon joining.

1. Equality of Access

Members will not be discriminated against on grounds of age, disability, gender reassignment, income, marriage or civil partnership status, pregnancy and maternity, race, religion or belief, sex and sexual orientation (as defined by the Equality Act 2010). This principle is extended to the professional artists and technicians who work with the Society during our productions from time to time. The Society will also apply this principle to our audiences. Members of the Society who interface with the public at our performances will be expected to apply the principles of this policy.

2. Society Membership and Subscriptions

Membership and access to the benefits of the Society are achieved by annual renewal at the start of the society's season through paying an appropriate subscription fee.

Any person can join the Society and there are no limits on the number of members.

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There is no requirement for audition or pre-qualifications. If solo roles are to be offered to choir members auditions will be organised fairly and will normally be judged by the Musical Director with appropriate others.

Membership subscriptions will be reasonable in relation to the total expenditure of the society and in comparison to similar societies in the area. Discounted subscriptions will be available for students in full time education, and Senior Citizens (age 65+ yrs). In addition the Chairperson will give confidential consideration to applications by individuals for a reduction in subscriptions due to

financial hardship. Non-singing members will not be required to pay subscriptions. The level of subscriptions is reviewed annually and proposed at the Society's AGM.

3. Behaviour

All members of the Society as confirmed by timely payment of the annual subscription fee will be entitled to be treated in a reasonable manner by fellow members of the Society, any individuals helping the Society and visiting artistic professionals. Consequently, all members of the Society are expected to treat their fellow members, Society helpers and visiting artistic professionals with respect.

We aim to create an environment which respects and welcomes everyone, and in which no form of bullying, harassment, disrespectful or discriminatory behaviour is tolerated by anyone towards anyone. Unacceptable behaviour in this context also includes offensive language (either verbal or written), intimidation, sexual harassment, in addition to any illegal activity such as theft, violence, slander or libel.

Any breaches of this principle will be dealt with by the Management Committee who will investigate any reported incidents and determine the appropriate course of action. The Society reserves the right to rescind the membership of an individual responsible for a significant breach of this principle. In such circumstances the Chairman of the Society will inform the relevant individual in writing. The refund of part of any subscriptions to the relevant individual is at the discretion of the Management Committee.

4. Committee Membership

Committee members are elected and invited as per the Society's constitution. Any member can put themselves forward for any committee position and all members are eligible to vote on such nominations at the Society's AGM.

5. Rehearsal and Performance Facilities

The Society is not responsible for the facilities that it normally uses for rehearsal and performance. These are the Haddo House Peatyards and Haddo House Hall that are owned and administered by the National Trust for Scotland (NTS). The Society is a member of the Haddo Users Group that is recognized by and liaises with the NTS. The Society's policy will be to raise any issues with regards to safety and access to these facilities at the regular meetings that are held with the NTS, in particular where it is perceived that the Society cannot apply the principles of its Access Policy.

6. Feedback and Review

Feedback will be sought from members, professional artists and technicians and the general public after each major performance. This material will be used by the Society to ensure that appropriate material is chosen for public performance, and that acceptable standards of conduct and equality of opportunity are maintained.

See also: Equality & Diversity Policy
 HHCOS Evaluation Forms