**LAMPETER MUSIC CLUB - CYMDEITHAS CERDD LLAMBED**

Registered charity number 1051509

**EQUAL OPPORTUNITIES POLICY**

This Equal Opportunities Policy statement takes account of the guidance contained in the following publication: "Information Sheet No 45: Creating an Equal Opportunities Policy - September 2001", (published by Making Music, the National Federation of Music Societies). In the following policy statement, text in *brackets* cross refers to the relevant section in the above document.

**Statement of Intent** *(B2)*. The Music Club acknowledges the existence of discrimination in society and intends to eliminate all discriminatory practices to the best of its ability. This Equal Opportunities Policy statement applies to the club membership and the executive committee, performers and potential audiences at Ccub events. It covers all discrimination, whether by race, religion, age, gender, economic status, employment status, sexual orientation, disability or class.

**Obiectives** *(B3)*. The Music Club wishes to demonstrate its compliance with the statement of intent above by attainment of the following objectives:

1. Membership of the Music Club must be open to any member of the public solely by payment of the appropriate fee.
2. The composition of the Music Club membership and the Executive Committee, which is responsible for managing the affairs of the Club, should reflect the diversity of the local community (university, town and country).
3. Through the executive committee, the Music Club should review the services it offers to members in order to identify barriers that may lead to discrimination. Where such barriers have been identified, the Music Club must formulate an action plan *(C)* for removing the barriers entirely or reducing them to acceptable levels wherever this is feasible.
4. The Music Club must continue to attain the following objectives:

* Posters and Program generated by the Music Club shall include bilingual content in Welsh and English.
* The Music Club offers concessionary membership rates to retired, disabled or young persons and students.
* Secular (eg Arts Hall, community hall) venues permitting easy access shall be preferred for hosting.
* Music Club events and meetings. The Music Club shall offer physical support to disabled or elderly persons at Club events and meetings.
* Club concerts, the AGM and meetings of the executive committee shall be held outside the working day.
* Through its programme organiser and executive committee, the Music Club shall seek diversity in the performers invited to play at club concerts and the musical works that are performed, in order to appeal to the widest possible audience.