



Harmonie Disability Policy

Harmonie actively welcomes and supports those with disabilities. We have a designated disability officer who can be reached via email to the secretary deb.frenchhornandcello@gmail.com, or by asking to speak to them in rehearsals. This is currently Jen Farrant, second flute (June 2017), she classes herself as having an invisible disability.

As all disabilities have different needs we encourage members and those who are interested in becoming members to talk to the disability officer about their particular needs and we will discuss how we can work together to make Harmonie accessible to you.

Quite often this is informally resolved within sections, for example carrying instruments, or helping to put chairs away at the end of rehearsals. Sometimes a more pro-active approach is needed.

Our rehearsal venue is fully wheelchair accessible, with accessible toilet, however not all of our performance venues are. Where this is the case we will work with you to make it accessible – for example one of our members was in a wheelchair, but is able to walk a few steps and had her own portable ramp, which meant that bandstands, with two steps, could be accessed for her. None of our venues to date have been up a flight of stairs.

More than anything we want to encourage everyone who wants to join, to join and we don't want any disabilities to be a barrier to this. We don't have all the answers, but we are keen to have open and frank dialogue. We currently have several members who are D/deaf or disabled.