



'HELPING YOUNG PEOPLE CREATE THEIR OWN MUSIC'

EQUAL OPPORTUNITIES POLICY

1. BACKGROUND

1.1 Forest of Dean Music Makers accepts that certain groups and individuals in society are denied equal opportunity and experience discrimination. Forest of Dean Music Makers commit ourselves to developing an Equal Opportunities Policy with associated training and good practice in all aspects of our activities, in the services we provide, in our practices as an employer, and in the way we work with other organisations in both the voluntary and statutory sectors.

1.2 Equal Opportunities do not just happen, but have to be actively promoted and pursued by all individuals involved in the organisation.

2. STATEMENT OF INTENT

Forest of Dean Music Makers is committed to addressing and eliminating all areas of discrimination in its work by encouraging positive action and attitude. We will promote equality and an opportunity for all people.

3. IMPLEMENTATION

3.1 In all our activities, Forest of Dean Music Makers will recognise that each individual is entitled to expect fair and equal treatment, whether they are seeking employment, or are employees, freelance workers, volunteers, service users or potential users of our service.

3.2 Forest of Dean Music Makers is committed to taking positive action to implement and adhere to the various Acts of Parliament which legislate against discrimination; namely the Race Relations Act 1976, the Sex Discrimination Acts 1975 and 1986, the Equal Pay Act 1975, the Rehabilitation of Offenders Act 1974, Disability Discrimination Act 1996.

3.3 Forest of Dean Music Makers wishes to identify and challenge all types of discrimination, including:

- a) Direct discrimination, that is, treating a person less favorably than another person in the same circumstances because of their:
- race, colour, nationality or ethnic origin
 - gender, marital status or caring responsibility
 - sexuality
 - age
 - physical, sensory or learning disability or mental health
 - political or religious belief
 - class

- HIV status
- employment status
- unrelated criminal conviction

b) Indirect discrimination, that is, applying a condition or requirement which disadvantages particular groups more than others.

c) Institutional discrimination, that is, when the routine policies, practices, procedures or organisation, in effect, marginalise disadvantaged groups.

d) Sex discrimination, that is, discrimination on the grounds of an individual's gender or sexual orientation.

e) Discrimination against people with disabilities, and allowing any disability to become a barrier except where the disability imposes a real limitation. In this context it is recognised that the nature and construction of the current premises may limit access for people with certain disabilities

3.4 Discrimination, victimisation or harassment is treated seriously and investigated within Forest of Dean Music Makers under its grievance and disciplinary procedures. We will ensure that everyone involved with the organisation knows that they have a right to complain if they believe they have been unfairly treated and ensure that all freelance staff, employees and volunteers are all aware of our Equal Opportunities Policy and agree to work in line with it.

3.5 Forest of Dean Music Makers recognises the need to develop the skills, knowledge, attitudes and awareness of all involved in order to support our Equal Opportunities Policy. Where appropriate and possible staff and volunteers will be offered opportunities and encouraged to take up training.

3.6 Selection and recruitment of all employees and volunteers is in accordance with the Race Relations Act 1976, the Sex Discrimination Acts 1975 & 1986 Disability Discrimination Act... and also in accordance with the Asylum and Immigration Act 1996. Selection and recruitment of freelance staff will be open and fair in line with our aims and objectives. We will work towards increased publicity of freelance opportunities and more develop selection policies to minimise any risk of discrimination.

3.7 We will monitor and review our policies and practices to ensure our intentions are met.