



Down Academy Pipes and Drums

EQUAL OPPORTUNITIES POLICY

Equal Opportunities Policy

The aim of this policy is to communicate the commitment of the Committee and members to the promotion of equality of opportunity in Down Academy Pipes and Drums Band.

It is our policy to provide equality of membership to all, irrespective of:

- gender, including gender reassignment
- marital or civil partnership status
- having or not having dependents
- religious belief or political opinion
- race (including colour, nationality, ethnic or national origins, being an Irish traveller)
- disability
- sexual orientation
- age

We are opposed to all forms of unlawful and unfair discrimination. All members of the organisation will be treated fairly and will not be discriminated against on any of the above grounds. Decisions on membership, selection for office, training or any other benefit will be made objectively, without unlawful discrimination, and based on aptitude and ability.

We recognise that the provision of equal opportunities in all our activities will benefit the organisation. Our equal opportunities policy will help members to develop their full potential and the talents and resources of the members will be utilised fully to maximise the effectiveness of the organisation.

Down Academy Pipes and Drums recognises that there is a statutory duty under the NI Act 1998, to implement an equal opportunities policy. This policy applies to applicants for employment, volunteers and members of the group alike.

Down Academy Pipes and Drums is committed to the principles and practice of Equality.

Down Academy Pipes and Drums values the diversity of the local population. We want our services, and resources to be accessible and useful to every citizen regardless of gender, age, ethnic origin, religious belief, disability, marital status, sexual orientation, or any other individual characteristic which may unfairly affect a person's opportunities in life.

Equality commitments

We are committed to:

- promoting equality of opportunity for all persons
- promoting a good and harmonious learning environment in which all men and women are treated with respect and dignity and in which no form of intimidation or harassment is tolerated
- preventing occurrences of unlawful direct discrimination, indirect discrimination, harassment and victimisation
- fulfilling all our legal obligations under the equality legislation and associated codes of practice
- complying with our own equal opportunities policy and associated policies
- taking lawful affirmative or positive action, where appropriate
- breaches of our equal opportunities policy will be regarded as misconduct and could lead to termination of membership

This policy is fully supported by the Chair, Committee and band was adopted by the Band on 4th Oct 2019

Implementation

The Chair or the Band and Committee have specific responsibility for the effective implementation of this policy. We expect all members to abide by the policy and help to create the equality environment which is its objective.

In order to implement this policy we shall:

- Communicate the policy to members by issuing this Policy to all existing, and new members
- Down Academy Pipes and Drums will endeavour through appropriate training to ensure that it will not consciously, or unconsciously discriminate in the selection or recruitment of applicants for membership of the group
- Incorporate specific and appropriate duties in respect of implementing the equal opportunities policy into roles and responsibilities of committee members
- Incorporate equal opportunities notices into general communications practices (e.g. announcements, annual report at annual general meeting, notices and newsletters). Members will be made aware of this Policy at each annual general meeting
- Ensure that adequate resources are made available to fulfil the objectives of the policy

Monitoring and review

We will establish appropriate information and monitoring systems to assist the effective implementation of our equal opportunities policy. The effectiveness of

the equal opportunities policy will be reviewed regularly (at least annually) and action taken as necessary.


Complaints

Members who believe that they have suffered any form of discrimination, harassment or victimisation are entitled to raise the matter in writing to the Committee. All complaints of discrimination will be dealt with seriously, promptly and confidentially.

Every effort will be made to ensure that members who make complaints will not be victimised. Any complaint of victimisation will be dealt with seriously, promptly and confidentially. Victimisation will result in disciplinary action and may warrant dismissal.

Any complaints from members of the public will be dealt with by the Committee with remedial action if necessary and as directed.

Date: 4th Oct 2019

Signature:  **Chair of Band**

For further information contact the Equality Commission for Northern Ireland who can provide free and confidential advice and guidance on promoting equality of opportunity.

Enquiry line: 028 90 890 890 (for all information and advice enquiries)

Alternatively contact Northern Ireland Council for Voluntary Action who can provide advice on the operation of voluntary and community organisations.

Tel. 028 9087 7777