

EQUALITY AND DIVERSITY POLICY

POLICY STATEMENT

1. The Badenoch and Strathspey Music Association recognises that discrimination and victimisation is unacceptable and that it is in the interests of the organisation and its employees to utilise the skills of the total workforce. It is the aim of the organisation to ensure that member or volunteers receives less favourable facilities or treatment (either directly or indirectly) in running the Festival of age, disability, gender / gender reassignment, marriage / civil partnership, pregnancy / maternity, race, religion or belief, sex, or sexual orientation (the **protected characteristics named in the Equality Act 2010**).
2. Our aim is that our members and volunteers will be truly representative of all sections of society and each employee feels respected and able to give of their best.
3. We oppose all forms of unlawful and unfair discrimination or victimisation. To that end the purpose of this policy is to provide equality and fairness to everyone taking part in the festival.
4. All members and volunteers will be treated fairly and with respect. Selection for participation or employment, promotion, training or any other benefit will be based on aptitude and ability. All members and volunteers will be helped and encouraged to develop their full potential and the talents and resources of the workforce will be fully utilised to maximise the efficiency of the organisation.
5. The Association will not discriminate directly or indirectly, or harass participants because of age, disability, gender reassignment, pregnancy and maternity, race, religion or belief, sex, and sexual orientation in the provision of the organisation's festival.
6. This policy and the associated arrangements shall operate in accordance with statutory requirements. In addition, full account will be taken of any guidance or Codes of Practice issued by the Equality and Human Rights Commission, any Government Departments, and any other statutory bodies.

OUR COMMITMENT

- To create an environment in which diversity, individual differences and the contributions of all our members and volunteers are recognised and valued.
- Every member and volunteers is entitled to an environment that promotes dignity and respect to all. No form of intimidation, bullying or harassment will be tolerated.
- Training, development and progression opportunities are available to everyone if appropriate.
- To promote equality and diversity in the festival which we believe is good management practice.
- We will review all our practices and procedures to ensure fairness.
- Breaches of our equality policy will be regarded as misconduct and could lead to disciplinary proceedings.

RESPONSIBILITIES OF MANAGEMENT

Responsibility for ensuring the effective implementation and operation of the arrangements will rest with the Badenoch and Strathspey Music Festival Association who will ensure that they operate within this policy and arrangements, and that all reasonable and practical steps are taken to avoid discrimination.

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