

## **Shepley Band - Equal Opportunities Policy**

### **Shepley Band's Statement on Equal Opportunities**

Shepley Band is committed to implementing and promoting equal opportunities in its activities, services and practice. It realises that discrimination exists in society (whether protected by law or not), and believes that this prevents potential and ability from being realised in young people and others.

Shepley Band will not tolerate discrimination on the basis of:

- Race
- Colour
- Gender
- Sexual orientation or identity
- Ethnic or national origin
- Disability
- Partnership status or home responsibility
- HIV or AIDS status
- Age
- Political or religious belief
- Trade union activity
- Socio-economic background
- Refugee or asylum seeker status

As a provider of a service to the community, Shepley Band accepts the responsibility to promote equal opportunities and challenge discrimination wherever it occurs. This document sets out the main consequences of this commitment and the action to be taken in order to achieve equal opportunities.

Shepley Band recognises that some members may say or do things which would otherwise be unacceptable and incompatible with Shepley Band Equal Opportunities Policy. Shepley Band will do all it can to challenge such behaviour. In cases where intervention is possible a gentle approach will be adopted which aims to alter attitudes and behaviour.

Shepley Band reserves the right to open its membership to any individual who supports our aims and objectives. However, it will exclude from membership those individuals that actively work against the development of an equal opportunities policy over time, despite encouragement from Shepley Band.

Shepley Band realises that a genuine commitment to equal opportunities must operate on all levels:

- Shepley Band will prevent unfavourable treatment, directly or indirectly, upon any member. Where discrimination does occur, it will be dealt

with through the agreed procedures. This will be achieved by following the Shepley Band Equal Opportunities Policy.

- Shepley Band will seek to prevent discrimination and ensure equal representation in the services it provides, the structures that it facilitates and the practice through which it carries out its work. This involves the development of greater diversity in the management committee, networks and membership, to ensure a genuinely wide representation.

### **Responsibility**

- 1.1. The committee of Shepley Band has overall responsibility for the effective operation of this policy. However, all volunteers and service users have a duty as part of their involvement with Shepley Band to do everything they can to ensure that the policy works in practice. Those responsible for recruiting members or volunteers to join Shepley Band are responsible for ensuring that they are aware of Shepley Band Opportunities Policy and adhere to it while working as Shepley Band members or volunteers.
- 1.2. Shepley Band will bring to the attention of all members and volunteers the existence of this policy, and will provide such training as is necessary to ensure that the policy is effective and that everyone is aware of it.
- 1.3. If any member or volunteer feels that they have been, or are being discriminated against, in any way, they are entitled to pursue the matter with the committee.
- 1.4. All instances or complaints of discriminatory behaviour will be treated seriously.
- 1.5. Complaints or allegations of an unfounded or malicious nature will also be treated as serious.

### **Disabled Access**

- 1.6. Shepley Band will endeavour to ensure, as far as is practicable, that all the premises it uses have disabled access. When considering new premises, every effort will be made to ensure such premises are fully accessible.

### **Use of Language**

- 1.7. Volunteers and members should avoid and challenge the use of language which, in any way, belittles anyone
- 1.8. Where the language used has a personal impact on others, and it has been made clear to the person concerned that their use of such language

is unwelcome and/or offensive, disciplinary action may be taken if they persist with it.

- 1.9. All materials used or developed by Shepley Band will be judged in the light of the promotion of equal opportunities, and those considered to be discriminatory will not be used.

### **Sexual Harassment**

- 1.10. No volunteer or member should be subject to sexual harassment.
- 1.11. This is interpreted as unwanted behaviour of a sexual nature including:
1. verbal sexual abuse
  2. physical contact
  3. repeated remarks which an individual finds offensive
- 1.12. If it has been made clear to the person concerned that their behaviour is unwelcome and they persist with it, then the member or volunteer who is the recipient of the behaviour will be entitled to make a formal complaint to the committee.

### **Monitoring and Review**

The Policy will be constantly reviewed by the management committee to ensure that no Member of the group is put to a disadvantage either, directly or indirectly. This monitoring will apply to the practices of members and volunteers, the composition of the Committee and the provision of services.

It is the responsibility of every individual to eliminate discrimination and to ensure the practical application of this Policy.

The committee of Shepley Band will review this policy every five years.

Adopted on:  
Review Date: