

GLOUCESTERSHIRE DANCE EQUAL OPPORTUNITIES POLICY

GD is fully committed to recruiting, employing and promoting equality of opportunity to all employees. Through its work, GD is committed to changing perceptions and removing barriers that prevent people from participating in dance. We aim to ensure that genuine equality of opportunity is evident in all aspects of our work.

Efforts will be made to provide appropriate facilities and conditions of service to meet the special needs of disadvantaged and/or underrepresented groups.

GD publicises services and activities in such places and formats as to be accessible to all groups within the wider community, and works to create opportunities for all groups to draw on the talents, skills and knowledge of others.

We believe in the importance of providing positive role models. We ensure that our resources, publicity and programmes reflect the reality of our diverse and culturally rich society. GD will work in partnership with other organisations in the County to enhance appreciation of Britain's cultural diversity and to promote high quality work of a culturally diverse nature.

Every individual has a right to be considered of equal value. We believe that everyone should be respected for who they are and be given equal chances. GD will not discriminate on grounds of age, gender, race, colour, nationality, ethnicity or country of origin, disability, sexual orientation, marital status, social class, HIV status or religious belief.

Wherever possible GD will advertise all core staff vacancies internally and externally and advertisements will include our Policy Statement.

Selection and recruitment will be kept under constant review to ensure the effective performance of the job. Wherever possible, more than one person will be involved in the interviewing and recruitment process. Wherever possible minority groups and disabled persons will be short-listed and interviewed. Reasons for selection and rejection will be recorded

A record will be kept of all employees' gender and disability. This information is strictly confidential and access to it will be restricted.

Forms of Discrimination:

There are several areas in which discrimination can occur:

- *Direct Discrimination:* when a person is treated less favourably than another person on the grounds of sex, race, age etc.
- *Indirect Discrimination:* when a condition or requirement, which cannot be shown as justifiable, but which has a disproportionate effect on certain groups who cannot comply with that condition.
- *Positive Discrimination:* when someone is employed just because of their race, gender, disability etc. It is illegal in this Country.
- *Victimisation:* when a person is treated less favourably because it is known that they are taking proceedings or actions as a witness under a particular act.
- In recruitment when advertising for and selection personnel.
- In treatment of employees e.g. by abusing procedures.

Responsibilities:

The Board has overall responsibility for the implementation of this Policy. However, all members of staff, volunteers and participants have an obligation to partake in fully and act in accordance with this Policy.

Grievance and disciplinary procedures:

Any complaint of discrimination, harassment, bullying, or victimisation will be dealt with through the grievance procedure and, where necessary, disciplinary action will be taken.