



# MUSIC IN THE VALE (MiV) EQUAL OPPORTUNITIES POLICY



MiV is committed to implementing a policy, which promotes equality of access for all abilities, cultures and communities. The intention of this policy is to ensure that all participants of the competition and other events that MiV organises, both potential and actual are treated equally, regardless of age, disability, ethnic or national origin, gender, marital status, language, nationality, political belief, colour, race, religion, HIV Status or sexual orientation.

MiV is committed to taking positive steps to promote and sustain equal opportunities amongst its volunteers and consultants and in the services it provides. MiV intends to promote this policy both inside and outside the organisation. Overall responsibility for implementing the policy lies with the Committee.

Consultants will be employed on the basis of their suitability for the work to be performed. All of this will be regardless of age, disability, ethnic or national origin, gender, marital status, language, nationality, political belief, colour, race, religion, HIV Status or sexual orientation.

MiV wholeheartedly accepts, therefore, the statutory requirements laid down in the Sex Discrimination Act 1975, the Race Relations Act 1976, the Equal Pay Act 1970, Employment Equality Regulations 2003 and the Disability Discrimination Act 1995

## **Definitions**

The Sex Discrimination Act 1975, the Race Relations Act 1976 and the Disability Discrimination Act 1995 make a distinction between direct and indirect discrimination.

### *Direct Discrimination*

Direct discrimination is generally an obvious and easily identifiable form of discrimination. It occurs when a particular individual is treated differently for example because of their race, colour, nationality, ethnic origins, gender or marital status and where such treatment is less favourable than he or she would otherwise have received.

### *Indirect Discrimination*

Some cases may not be so obvious. An unnecessary condition or requirement may be imposed, which although applied to everybody, is more difficult for people from some groups in society to meet than others. This is indirect discrimination.

### *Harassment and Bullying*

Harassment is defined as unwanted, abusive or insulting behaviour towards another individual. It causes that person to feel threatened, humiliated or harassed, may interfere with work performance, undermine job security or create a threatening or intimidating work environment. Harassment may take place on a number of grounds, including race, gender, disability, sexual orientation, and age.

## **Responsibilities**

- Equality of opportunity will be applied throughout all MiV's policies and procedures.
- The responsibility for promoting equality within the organisation lies with the Chair of MiV and all its committee members.
- The Committee will be responsible for monitoring the performance of MiV in terms of this policy.

### *Individual Responsibilities*

MiV expects that, each person should be aware of his or her behaviour towards others. Everyone should be treated equally, with dignity and respect. Each person should ensure that they do not behave in a way that could be regarded as harassment, discriminating or offensive.

MiV expects that each individual should recognise that it is in the best interest of the organisation and of its committee members, to utilise the skills of a wide range of people and that discrimination is unacceptable.

It is the responsibility of each person to report incidents of discrimination or harassment.