

MAGHERAMORNE SILVER BAND

EST. 1882

Equal Opportunities Policy

Issue I

1. THE POLICY

Magheramorne Silver Band wishes to communicate the following policy to affirm the commitment of the Committee and members in the promotion and upholding of equality of opportunity.

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

- age
- gender
- marital or civil partnership status
- religious belief or political opinion
- race – colour, nationality, ethnic or national origin
- disability
- sexual orientation
- having or not having dependents

We are opposed to any form of unlawful or unfair discrimination. All members of the organisation will be treated fairly and will not be discriminated against within any of the aforementioned areas. Entry to the membership, election to positions of office, training, and all other benefits attached to membership of Magheramorne Silver Band will be made objectively, without unlawful discrimination, placing all on equal standing, and basing all decisions on aptitude and ability.

We recognise that the provision of equal opportunities in all our activities and programmes will benefit the organisation as a whole. Our equal opportunities policy will help members to reach and develop their full potential and make the best use of the talents and resources of the members to maximise the effectiveness of the organisation.

Magheramorne Silver Band recognises that there is a statutory duty under the Northern Ireland Act 1998 to implement an equal opportunities policy. This policy applies to applicants for employment, volunteers, and members of the group alike.

Magheramorne Silver band is committed to the principles and practice of Equality. The Band values the diversity of the local population. We want our services, facilities 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.

2. EQUALITY COMMITMENTS

Magheramorne Silver Band is committed to:

- the promotion of equality of opportunity for all persons
- the promotion of 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
- the prevention of occurrences of unlawful direct discrimination, indirect discrimination, harassment and victimisation
- the fulfilment of all our legal obligations under the equality legislation and associated codes of practice
- to comply with our own equal opportunities policy and associated policies
- to take lawful affirmative or positive action, where appropriate
- to consider termination of membership following any breaches of our equal opportunities policy regarded as misconduct.

Magheramorne Silver Band is also committed to the fulfilment of this policy beyond membership in terms of the services provided for the betterment and enjoyment of the entire community, including selection of suppliers used, audiences and promoters.

3. IMPLEMENTATION

The Chair and Committee of Magheramorne Silver Band 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 the policy, we shall:

- communicate the policy to members by issuing it as part of an induction pack to all existing and new members
- Magheramorne Silver Band 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 Band
- 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 communication practices (eg. Announcements, annual report at annual general meeting, notices and newsletters). This policy will be read out to all members at each general meeting
- ensure that adequate resources are made available to fulfil the objectives of the policy.

4. MONITORING AND REVIEW

We shall 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.

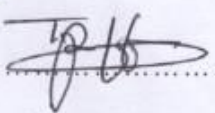
5. COMPLAINTS

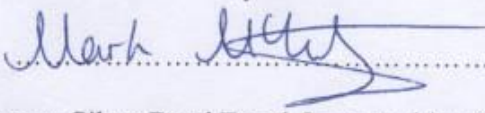
Members who believe that they have suffered any form of discrimination, harassment or victimisation are entitled to raise the matter through the agreed procedures. These are as follows: the first step is to raise the issue with any member of the Committee. Subsequently, the Chair may be contacted. If further action is required, the member should speak to the Equal Opportunities Officer, Mark McKinty, who can progress the complaint to the appropriate body outside of the Band. 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.

Complaints from members of the public will be dealt with directly by the Equal Opportunities Officer, Mark McKinty.

Date: 20/10/2009

Signed:  Chair of Band

 Equal Opportunities Officer

Magheramorne Silver Band Equal Opportunities Officer: Mark R. W. McKinty
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