

Bolton Symphony Orchestra

Equal Opportunities Policy

Statement of Intent

Bolton Symphony Orchestra acknowledges the existence of discrimination in society, and recognises the benefits of promoting equality and diversity.

It is the intention of Bolton Symphony Orchestra to develop and maintain a culture that promotes fairness, respect, equality, and dignity for others at all times. The orchestra recognises that it is in its own best interests, as well as in the interests of all its members, that full utilisation is made of the skills of all members. Discrimination in any form, including indirect discrimination, is unacceptable, and may be unlawful, whether intended or not. This includes discrimination based on race, sex, sexual orientation, religion, economic status, disability, age, employment status, and class (this is not an exhaustive list).

This policy applies to all those involved with Bolton Symphony Orchestra in whatever capacity. All members of the orchestra have a responsibility to act in accordance with this policy, in a non-discriminatory way.

Bolton Symphony Orchestra committee will be responsible for resolving any issues arising that are a breach of this policy. This policy will be available on the Bolton Symphony Orchestra website and therefore available to all members of the public as well as all members of the orchestra.

Objectives

To ensure that all members are treated fairly and are not disadvantaged based on their age, disability, gender, race, religion/belief, sexual orientation or any other factor that is not relevant to their capability or potential.

Be committed to a positive policy of promoting equal opportunities and eliminating any unlawful or unfair discrimination in policies or practices

Values the diversity within our community and ensure that individuals will not be disadvantaged by conditions or requirements which can not be shown to be justifiable.

All literature will be written in language which is fully inclusive and non-discriminatory either directly or indirectly.

To provide any literature in different formats e.g. large print when requested

To endeavour to ensure rehearsal and concert venues are accessible to people with disabilities and are compliant with the Disability Discrimination Act (DDA)

To ensure the committee membership is representative

Provide equality of opportunity and non-discrimination in recruitment and selection

To offer concessionary rates to financially disadvantaged groups for both concert tickets and membership

To regularly monitor the implementation of this policy

To review this policy every 3 years (or sooner if required)

September 2010