

Shavington Village Festival Committee

Equal Opportunities Statement of Commitment

Shavington Village Festival Committee is committed to a policy of equality and aims to ensure that no member or employee, job applicant, or visitor is treated less favourably on grounds of sex, race, colour, ethnic or national origin, marital status, age, sexual orientation, disability or religious belief.

Any behaviour, comments or attitudes that undermine or threaten an individual's self esteem on these grounds will not be tolerated. We aim to provide equal access to ensure that everyone feels that they are a valued member of the organisation. We seek to provide a safe and happy environment where all can flourish and where cultural diversity is celebrated. All members of the organisation are responsible for promoting the organisations equal opportunities policy and are obliged to respect and act in accordance with the policy.

Aims and objectives

The committee through its adopted Equal Opportunities Policy, aims to:

- carry out its legal duty in complying with the relevant legislation (including The Sex Discrimination Act, Race Relations Act, Disability Discrimination Act and Employment Equality Regulations);
- ensure that equality remains high on the strategic agenda;
- establish good people management practice and to set out a proactive agenda in which discrimination is recognised as an organisational issue which needs an organisational response;
- ensure all members work together with a shared sense of purpose to meet the needs of every member
- ensure that everyone contributes towards a happy and caring environment by showing respect for, and appreciation of, one another as individuals;
- ensure that complaints or evidence of failure to comply with the equal opportunities policy will be dealt with promptly and fully investigated according to the relevant procedure.

All forms of discrimination by any person within the organisations responsibility will be treated seriously as such behaviour is unacceptable.

Policy and planning Equal opportunities implications, including race equality, will be considered and recorded whenever policies are developed or reviewed.

All policies will be regularly reviewed to provide a comprehensive and consistent process of monitoring and evaluation.