

Equal Opportunities & Diversity Policy

Document Status:	Approved
Author:	Steve Thompson
Creation Date:	6 th April 2009
Next Review Date:	April 2011
Last Review Date:	April 2010
Chairs Signature:	

Hunslet Festival is committed to a policy of equal opportunities in employment and in the provision of its services and is developing its practices to ensure the effectiveness of the policy. This policy aims to ensure that no employee, job applicant, volunteer or client/user receives less favourable treatment because of race, colour, ethnic origin, marital status, family responsibility, disability, gender, sexual orientation, age or religion.

In doing so the Club, its employees/volunteers and service users are required to comply with all current legislation.

Whilst much can be done to promote equal opportunities by the application of legal requirements, Hunslet Festival is committed to a programme of positive action to make this policy fully effective.

Anyone who feels they have been discriminated against has the right to bring it to the management's attention.

Language

Language is dynamic and words in common usages are always changing. Terms used within equal opportunity frameworks are no different and people must be prepared to accept the lead given by the various groups themselves as to what words are acceptable.

However, no language, deemed sexist, racist or in any way discriminatory is acceptable.

Definitions of sexist racist or discriminatory language cannot be set in concrete but the individual's perception of the language must be acknowledged (sensitively).

Should any member of staff/volunteer feel language being used in the workplace / organisation is inappropriate, they should raise the matter through normal line management or to the management committee.