



BAND SYSTEMS LTD



Last Review Date: 1st April 2018

Key elements in this 'equal opportunities' policy include:

- ✓ a statement of intent, including aim and objective of the policy
- ✓ who the policy applies to (scope)
- ✓ outline of specific commitments/ actions which will be undertaken
- ✓ how the policy will be implemented and who is responsible
- ✓ monitoring and review
- ✓ how complaints will be dealt with

Equal Opportunities Policy

The aim of this policy is to communicate the commitment of the Committee and members to the promotion of equality of opportunity within:

Band Systems

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

- gender, including gender reassignment
- marital or civil partnership status
- having or not having dependents
- religious belief or political opinion
- race (including colour, nationality, ethnic or national origins, being an Irish traveller)
- disability
- sexual orientation
- age

We are opposed to all forms of unlawful and unfair discrimination. All members of the organisation will be treated fairly and will not be discriminated against on any of the above grounds. Decisions on membership, selection for office, training or any other benefit will be made objectively, without unlawful discrimination, and based on aptitude and ability.

We recognise that the provision of equal opportunities in all our activities will benefit the organisation. Our equal opportunities policy will help members to develop their full potential and the talents and resources of the members will be utilised fully to maximise the effectiveness of the organisation.

Band Systems recognises that there is a statutory duty under the NI Act 1998, to implement an equal opportunities policy. This policy applies to applicants for employment, sub-contractors, volunteers and members of the company alike.

Band Systems is committed to the principles and practice of Equality. Band Systems 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.

Equality commitments

We are committed to:

- promoting equality of opportunity for all persons
- promoting 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
- preventing occurrences of unlawful direct discrimination, indirect discrimination, harassment and victimisation
- fulfilling all our legal obligations under the equality legislation and associated codes of practice
- complying with our own equal opportunities policy and associated policies
- taking lawful affirmative or positive action, where appropriate
- breaches of our equal opportunities policy will be regarded as misconduct and could lead to termination of membership

This policy is fully supported by the Managing Director and board of Directors and was adopted by the above on the 19th March 2001

Implementation

The Managing Director (Chair person) and board of directors 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 this policy, we shall:

- Communicate the policy to members by issuing an induction pamphlet to all existing, and new members
- Band Systems 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 group
- 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 communications practices (e.g. announcements, annual report at annual general meeting, notices and newsletters). This policy will be read out to all members at each annual general meeting
- Ensure that adequate resources are made available to fulfil the objectives of the policy

Monitoring and review

We will 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.

Complaints

Employees, sub-contractors and others alike who believe that they have suffered any form of discrimination, harassment or victimisation are entitled to raise the matter through the agreed procedures. A copy of these procedures is available from the Operations Manager. 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 under agreed procedures (a copy of these procedures is available from the Operations Manager).

Date:1st April 2018.....

Signature:[Steve Barford](#)..... Managing Director

For further information contact the Equality & Human Rights Commission for UK who can provide free and confidential advice and guidance on promoting equality of opportunity.

Enquiry line: 0845 604 6610 (for all information and advice enquiries)

Alternatively, visit: <http://www.equalityhumanrights.com>