



Welsh Folk Dance Society

EQUAL OPPORTUNITIES POLICY

This policy should be read in conjunction with the Welsh Folk Dance Society's Constitution which is available to all members and which includes the Society's Welsh Language Policy.

The Welsh Folk Dance Society is committed to equal opportunities policy and practice and will ensure that all volunteers, employees and service users, both actual and potential, are treated equally and as individuals regardless of age, disability, ethnic or national origin, gender, marital or parental status, political belief, race, religion or sexual orientation.

In implementing this policy the Welsh Folk Dance Society will take account of existing legislation: the Race Relations Act 1976, the Sex Discrimination Act 1975, the Equal Pay Act 1970, the Welsh Language Act 1993 and the Disability Discrimination Act 1995.

This equal opportunities policy will be implemented across all aspects of the organisation's work in :-

the appointment of members to its Executive Committee;

the appointment of officers and volunteers;

all dealings with its members and members of the public.

EXECUTIVE COMMITTEE

The Welsh Folk Dance Society will aim to ensure that the Executive Committee of the organisation is representative of the Society. The Executive Committee will be responsible for ensuring that the equal opportunities policy is properly implemented, monitored and reviewed.

VOLUNTEERING

The Welsh Folk Dance Society will ensure that no nominee officer or volunteer receives less favourable treatment than another on grounds of age, disability, ethnic origin, marital or parental status, political belief, religion, gender or sexual orientation.

The Welsh Folk Dance Society is committed to undertaking open recruitment and selection procedures and wherever possible all vacancies will be advertised and fair and equitable processes will be followed.

Volunteers working with the organisation will be informed of the equal opportunities policy and receive training on equal opportunities issues as appropriate.

The Welsh Folk Dance Society will also ensure that the changing and developing needs of volunteers are recognised and appropriate adjustments made to working conditions and/or training provided.

PUBLIC AND SERVICE USERS

The Welsh Folk Dance Society aims to make its services accessible to as wide a range of the public as possible and in order to achieve this will take steps to remove barriers which prevent potential audience, participants, members of users from having equal access to the organisation's activities. This will include:

ensuring that activities take place in venues and premises which are accessible to disabled people,

providing facilities for disabled people to enable them to participate fully in activities, e.g. induction loop, interpreters,

ensuring that the design of publicity material takes account of the needs of disabled people in terms of print, format and information on access;

encouraging and enabling people from under-represented groups to attend and participate.