

# **THE SOCIETY OF RECORDER PLAYERS**

## **POLICY ON EQUAL OPPORTUNITIES**

As an educational charity, the Society of Recorder Players wishes to demonstrate the highest standards in relation to the treatment of its members, employees, contractors and the general public. By its commitment to equality of opportunity it aims to encourage a diverse community in which all individuals may contribute as fully as possible. The aim of this Policy is to create environments where all forms of discrimination and oppressive behaviour are unacceptable and where every person associated with the SRP is able to develop his or her full potential.

The SRP will promote opportunity for all without discrimination on grounds of gender, colour, ethnic or national origin, nationality, race, disability, age, sexual orientation, gender identity, socio-economic background, religious or political beliefs, family circumstances or other irrelevant distinction.

The SRP is committed to a policy of equal opportunities for disabled persons and aims to provide environments that enable them to participate fully in all its activities. For the purposes of this Policy, disability is understood in the broadest sense and, in addition to mobility and sensory impairments, includes mental health problems, specific learning difficulties and medical conditions which may have an impact on day-to-day activities.

The SRP requires its officers, members, employees, contractors, persons in receipt of support and persons attending its functions to behave and communicate in non-discriminatory ways and to support, implement and develop practices and procedures that promote and reinforce equality of opportunity and treatment for all.

### **IMPLEMENTATION**

The SRP will:

- \* Make its Equal Opportunities Policy freely available to all.
- \* Communicate its Equal Opportunities Policy and information about relevant legislation so that all are well informed about their rights and responsibilities.
- \* Provide guidance for those who wish to seek redress for alleged equal opportunities issues
- \* Develop clear procedures for dealing with behaviour that contravenes its commitment to equal opportunities

### **MONITORING**

In order to check that the Equal Opportunities Policy is operating satisfactorily, the SRP will develop "light-touch" monitoring mechanisms to check the following by ethnicity, gender, age, disability and socio-economic background:

- \* Applications for employment
- \* Applications for training and courses
- \* Applications for grants
- \* Selections made and acceptances

Membership of the SRP will not be monitored, as it is self-selected - open to anyone who undertakes to abide by the Rules of the Society.

### **POSITIVE ACTION**

- \* Where monitoring shows that a particular group is under-represented, the SRP will consider appropriate initiatives to encourage participation by that group.

APPENDIX TO OFFICERS' REPORTS, 20.10.02

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