



Risk Management and Policies

Equal Opportunities Statement

[Incorporated into our Access Policy]

This forms part of the Fèisean nan Gàidheal policy portfolio

Related policies	Access Policy
Date Approved	18.05.2018
Purpose	To ensure equal opportunities and treatment for all applicants, staff, volunteers and participants in their dealings with Fèisean nan Gàidheal
Summary	Fèisean nan Gàidheal is committed to equality of opportunity in employment and in participation for all who come into contact with the organisation, whether as employees, applicants, volunteers or participants.



Fèisean nan Gàidheal Equal Opportunities Statement

EQUAL OPPORTUNITIES STATEMENT

1 Employment of Staff, Contract Workers & Tutors

- 1.1 Fèisean nan Gàidheal undertakes to treat all applicants for positions within the organisation fairly. We are committed to ensuring that individuals are selected on the basis of relevant merits and abilities.
- 1.2 Fèisean nan Gàidheal aims to ensure that no potential or actual employee, contract worker, tutor or volunteer receives more or less favourable treatment on the grounds of race, colour, ethnic or national origins, marital status, sex, sexual orientation, disability, age, whether they are pregnant or a parent/carer, their social background or religious beliefs.
- 1.3 Fèisean nan Gàidheal operates a policy on the recruitment of ex-offenders, which aims to ensure that all applicants for positions within the organisation are treated fairly, and not to discriminate unfairly against an individual on the basis of spent convictions depending on:
- Whether the conviction is relevant to the position being offered
 - The seriousness of the offence revealed
 - The length of time since the offence took place
 - Whether the applicant has a pattern of offending behaviour
 - Whether the applicant's circumstances have changed since offending took place
- 1.4 With regard to 1.3, any information disclosed to Fèisean nan Gàidheal will be handled under the terms of our Data Protection Policy.
- 1.5 It is a contractual obligation on the part of all our staff to accept responsibility for ensuring that fair employment practices are applied, but specific responsibilities fall upon the CEO and Trustees involved in recruitment, and staff involved in employee administration.
- 1.6 Any employee who believes that s/he has been treated unfairly may raise the matter with the CEO of Fèisean nan Gàidheal, or the Chairperson, if the CEO is involved.

2 Participants in Fèisean nan Gàidheal and Fèis Activities

- 2.1 Fèisean nan Gàidheal is committed to equality of opportunity in the access granted to participants in events run by the organisation, or on the organisation's behalf. This extends to Fèisean which are members of the organisation.
- 2.2 We are committed to ensuring that individuals who wish to take part can participate in any event run by Fèisean nan Gàidheal - and individual Fèisean - regardless of race, colour, ethnic or national origins, marital status, age, sex, sexual orientation, gender-reassignment, disability, age, whether they are pregnant or a parent/carer, their social background or religious beliefs.
- 2.3 It is the duty of all our staff and members to ensure that fairness of access and opportunity are applied. However specific responsibilities fall upon the Fèis committee members, the Fèisean nan Gàidheal CEO, staff involved in organising events and the Trustees whose ultimate responsibility it is to ensure equality of opportunity.
- 2.4 Anybody who believes that s/he has been treated unfairly may raise the matter initially with the Chair of the Fèis involved, or the CEO of Fèisean nan Gàidheal if the Chair of the Fèis is involved.
- 2.5 In the case of unfair treatment regarding a Fèisean nan Gàidheal event, the matter may be raised with the CEO of Fèisean nan Gàidheal, or Fèisean nan Gàidheal's Chair, if the CEO is involved.

3 The Policy in Practice

- 3.1 Equal Opportunities is incorporated into our Access Policy available on our website. Fèisean nan Gàidheal is committed to making this policy properly effective and will regularly review its effectiveness through evaluation of events, and reviewing practices with regard to recruitment and marketing of events.
- 3.2 We will not tolerate unfair discrimination, harassment or victimisation against any member of staff, a job applicant, a contractor, a tutor, or a participant, by a Fèisean nan Gàidheal employee or by someone appointed to the service of Fèisean nan Gàidheal, or its member Fèisean. We will investigate any breaches of the policy brought to our attention.

Fèisean nan Gàidheal
2018