

Equal Opportunities Policy



The Shetland Accordion and Fiddle Club/Festival's aim is to promote live traditional Shetland and Scottish music and dance within Shetland.

1. General

- 1.1. The Shetland Accordion and Fiddle Club/Festival is committed to ensure that all Committee Members, audiences, artists, volunteers and anyone employed by the Club/Festival during any event are able to participate and enjoy the event without any form of discrimination.
- 1.2. The Shetland Accordion and Fiddle Club and Festival is committed to the promotion of Equal opportunities and the elimination of discrimination on the grounds of race, colour, nationality, ethnic or national origin, religion, political belief, social or economic class, marital or parental status, sex, sexual orientation, age, disability or history of illness.
- 1.3. This policy refers to all Committee members as well as Club Members, Artists, Volunteers and anyone else conducting activities on behalf of the Shetland Accordion Fiddle Club or Festival.
- 1.4. The Committee chairman is overall responsible for the monitoring and operation of this policy however it is the duty of every committee member to ensure that the terms of this policy is adhered to.

2. Selection of Committee Members

- 2.1. Committee members will be elected by club members during the Club Annual General Meeting. The chairman will ensure that this policy is adhered to and no discrimination is present during the selection of Committee Members.

3. Activities and Events

- 3.1. The chairman shall ensure that this policy is adhered to and no discrimination will take place when selecting artists to perform, volunteers or other persons to be employed at any event organised by the Committee.
- 3.2. The Shetland Accordion and Fiddle Club/Festival, whenever practicable will make every opportunity to promote and advertise its events as widely as possible and endeavour to increase its audience, members and participants to all members of the local and wider community.
- 3.3. Where ever possible, events will take place at local community halls or venues which have adequate facilities and access for disabled users.

4. Marketing Material & Publications

- 4.1. Marketing material and publications such as Festival programmes will confirm to this policy and ensure that they are accessible in style, content and presentation to everyone.
- 4.2. On request marketing material and publications can be translated, where practicable, into any language that is required and can be provided in large print or audio described for partially sighted people.

5. Complaints

- 5.1. The Chairman is responsible for dealing with any complaints that are presented to any Committee member with respect to any Equal Opportunities issue that may have arisen

6. Revision

- 6.1. This Equal opportunities policy will be reviewed annually and revised if necessary.

Policy Agreed : 08 August 2022

Policy Reviewed : 23 July 2023

