

Freeport Records Equal Opportunities and Diversity Statement

The purpose of this statement is to make clear the commitment of Freeport Records to the principles of Equal Opportunities and Diversity.

1.1 Equal Opportunities

Freeport Records opposes all discrimination on the basis of race, colour, nationality, religious beliefs, ethnic or national origins, class, gender, marital status, sexual orientation, disability, age, or asylum or refugee status. Freeport Records is committed to countering this by the promotion of equal opportunity in all its activities.

1.2 Diversity

In line with the above ((1.), Freeport Records aims to be a culturally sensitive organisation.

1.3 Activities

Freeport Records aims to ensure that its activities and events are accessible on an equal basis to all within the local community. The Group strives to include a range of activities that will be of interest to as diverse a section of the community as possible.

1.4 Recruitment and Interviewing

The aim of Freeport Records is to work in partnership with the community. We recognise that the community is made up of different groups of people with different needs and aspirations for their community group. Freeport Records aims to ensure that no person wishing to join the group or to take up training or employment opportunities provided by the group shall be discriminated against on any of the grounds cited in Section 1.1 of this statement. To this end, any paid vacancy of more than 5 hours per week must be publicly advertised and interviewed.

All volunteer posts will be advertised to be as inclusive as possible within the remit of Freeport Records.

At least one board member and one member of paid staff will be involved in the recruitment and interview process of staff and volunteers. .

1.5 Induction and Training

All staff will be provided with induction. Freeport Records is committed to supporting the professional development of staff and volunteers, within the remit of the project.

1.6 Implementation

The project will implement this policy in line with current legislation, as follows:

Race relations Act 1976
Sex Discrimination Acts 1975-85
Equal pay Act 1970
Disability Discrimination Act 1995
Rehabilitation of Offenders Act 1974

1.7 Policy Objectives

Freeport Records wishes to bind to the best of its ability all its members to the principles stated in Section 1.1. We believe that each member of the group has the responsibility to ensure that this policy is implemented fully.

1.8 Disability Discrimination Statement

Freeport Records is committed to promoting equality and diversity and aims to ensure that individuals of whatever race, gender or degree of disability have equal access to the projects and events of RAP as well as employment opportunities.

1.9 Race Equality Statement

Freeport Records is committed to eliminating unlawful discrimination and the promotion of equality of opportunity and good race relations between persons of different racial backgrounds.

1.10 Review

Given that this organisation is striving to be culturally sensitive and recognises that communities change, this policy will be subject to annual review from the date of commencement.

Date of Next Review: March 08