

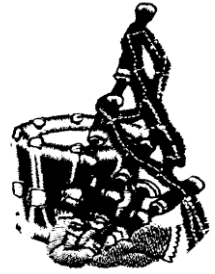


# Duns Pipe Band

Scottish Charity No. SC030190

Secretary:

Email - [secretary@dunspipeband.org](mailto:secretary@dunspipeband.org)



## 1. EQUAL OPPORTUNITIES POLICY STATEMENT

Duns Pipe Band wishes to be known as an equal opportunities organisation, to which end:

- 1.1 In the provision of tuition and membership of the Band, Duns Pipe Band will seek to ensure equality of opportunity and treatment for all persons. No persons will be disadvantaged by any conditions or requirements which cannot be shown to be justifiable.
- 1.2 A person seeking tuition or membership of the band will be treated neither more nor less favourably than any other person or group of persons because of their sex, marital status, sexual orientation, responsibilities for dependants, race, colour, nationality, ethnic origin, religious or political beliefs, age, class, disability or unrelated criminal convictions.
- 1.3 Duns Pipe Band will be mindful of its commitment to equality of opportunity in the recruitment of new members and in the composition and training of its playing band and its Committee of Management.
- 1.4 Duns Pipe Band will be mindful of its commitment to equality of opportunity in the determination, review and implementation of its policies.
- 1.7 Duns Pipe Band will require all members, learners and its Committee of Management to be committed to and work in accordance with the principles of equal opportunities and diversity.
- 1.8 Duns Pipe Band will seek to ensure that details of its services can be made available in various formats.

## 2. DIVERSITY

- 2.1 Duns Pipe Band values difference and respects human dignity, believing that choice should be available in all areas of people's lives, that services should meet people's differing requirements and that all people should be treated fairly.
- 2.1 We recognise that people with different backgrounds, age, gender, sexual orientation, skills, attitudes, ethnicity, beliefs and experience, bring fresh ideas and perceptions, whether as learners, members or Committee members.
- 2.3 We seek to ensure our organisation is relevant to the differing and changing needs and aspirations of anyone who engages with us by drawing on the widest possible range of views and experiences, by involving them in all we do and by seeking innovative responses to challenges.

