

Edinburgh International Festival Society

Edinburgh Festival Centre Ltd

PERSONNEL POLICIES

Equal Opportunities Policy Statement

Our policy

The purpose of this policy is to provide equal opportunities to all in employment with the Edinburgh International Festival Society (EIFS) and the Edinburgh Festival Centre Ltd (EFC), irrespective of any of the nine protected characteristics in the Equality Act 2010. These are age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex and sexual orientation.

The Equality Act 2010 makes it unlawful for employees to discriminate directly or indirectly or harass other employees, customers or clients because of the nine protected characteristics. Discrimination by association or perception and victimisation are also unlawful under the Equality Act 2010.

All applicants, workers or employees, whether part time, full time or temporary, will be treated fairly and equally. Selection for employment, promotion, training or any other benefit will be on the basis of aptitude and ability. All employees will be helped and encouraged to develop their full potential, and the talents and resources of the workforce will be fully utilised to maximise the efficiency of the organisation.

Our commitment

- Every employee is entitled to a working environment which promotes dignity and respect to all. Any form of intimidation, bullying or harassment is unacceptable.

Personnel Policies: Equal Opportunities Policy Statement

- The commitment to equal opportunities in the workplace is good management practice and makes sound business sense.
- Breaches of our equal opportunity policy will be regarded as misconduct and could lead to disciplinary proceedings.
- This policy is fully supported by senior management.
- The policy will be monitored and reviewed annually.
- Any concerns should be raised with an employee's line manager, the HR Manager or through the grievance procedure.

The law

This policy will be implemented within the framework of the relevant legislation, which includes:

- Equality Act 2010
- Equal Pay Act 1970 (Equal Value Amendment 1984).
- Rehabilitation of Offenders Act 1974.
- Sex Discrimination Act 1975 (Gender Reassignment Regulations 1999).
- Race Relations Act 1976.
- Disability Discrimination Act 1995.
- The Protection from Harassment Act 1997.
- Human Rights Act 1998.
- Part Time Workers Regulations 2000.
- Employment Equality (Religion or Belief) Regulations 2003
- Employment Equality (Sexual Orientation) Regulations 2003 & 2007
- Employment Equality (Age) Regulations 2006.

Our Service

EIFS and EFC offer opportunities for all sections of the public to experience and enjoy the arts, as well as the facilities of The Hub.

Personnel Policies: Equal Opportunities Policy Statement

To ensure EIFS and EFC are successful, we aim to:

- Create opportunities for senior citizens, children, students, people with disabilities, young people and unemployed people.
- Make The Hub as accessible as possible to people with disabilities.
- Train our staff to ensure that they are aware of the needs of different groups, and are able to give appropriate support to all of our customers.
- Ensure that all customers and clients of EIFS and EFC are treated with dignity and respect.
- Ensure that EIFS marketing staff liaise with venues to document and publicise arrangements for people with disabilities.
- Include signed and audio-described performances in every Festival.

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