



Equality and Diversity Policy

Introduction

The Medway Towns Band believes that it has a duty to promote understanding amongst, and respect for, the wide diversity of its membership and the wider community. We recognise the link between equality and quality and will not unfairly discriminate in the recruitment or general treatment of our membership on the basis of gender, race, colour, ethnic or national origin, disability, marital status, family commitments, religious or political beliefs, sexual orientation, age, social class or any other factor.

The Legal Framework

Unlawful discrimination can take the following forms:

- *Direct Discrimination* – This occurs where a person is treated less favourably than others because of their colour, race, ethnic or national origin, gender, disability, religious or political beliefs and sexual orientation.
- *Indirect Discrimination* – This occurs by applying a provision, criterion or practice, which disadvantages people on the grounds of race, gender, religion or belief, age or sexual orientation and which cannot be justified as a proportionate way of achieving a legitimate aim.
- *Victimisation* – this occurs where an individual has exercised their rights under equality legislation (or has indicated that they intend to do so) and is treated less favourably as a direct result. It applies equally to a person who is supporting (or indicates that they intend to support) another person who is exercising their rights under the legislation.

Disability

The DDA aims to end discrimination suffered by people with disabilities and gives rights in the areas of employment and access to goods and services, including educational opportunities. The DDA defines disability as someone with a 'physical or mental impairment, which has a substantial and long-term adverse effect on his ability to carry out normal day-to-day activities.'

The Band will ensure that it does not treat disabled members less favourably. Reasonable adjustments will be made for members who are disabled.

Race

The RRA makes it unlawful to discriminate against someone on the basis of their race, colour, ethnic or national origin. Under the RRA there is a general duty to promote race equality and to assess the impact of all policies on members of different racial groups.

Gender

The EA makes it unlawful to treat a person less favourably on the basis on their gender. The gender equality duty which came into force in April 2007 places further duties on organisations to have due regard to the need to:

- To eliminate unlawful discrimination and harassment on the grounds of sex
- To promote equality of opportunity between women and men.

The Band recognises that the two groups may not be starting from an equal footing and identical treatment will not always be appropriate.

Age

The Age Discrimination legislation which came into force in 2006 protects the rights of people discriminated on grounds of their age. The Band takes account of this legislation in regards to how the organisation is run and providing opportunities for its membership.

Communication

This Equality and Diversity Policy is available to view by all members and the general public through the Band website.

Complaints

The procedure for raising complaints or concerns about this or its related policies can be made in writing to the Chair of the Medway Towns Band.

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