

Traditional Music forum

EQUAL OPPORTUNITIES POLICY

The Traditional Music Forum is committed to the promotion of equality of opportunity in all areas and functions of its work. The organisation seeks to provide a positive working environment for its staff and participants, and an inviting, accessible service to a broad range of users.

Through its Equal Opportunities Policy, the TMF aims to achieve non-discrimination and ease of access in relation to its management, staff, participants and members of the public through good practice and delivery of service regardless of an individual's sex, marital or family status, age, ethnic origin, disability, race, colour, nationality, religion or political belief.

The Traditional Music Forum will:

- Achieve a positive and balanced approach to equal opportunities by ensuring that the Board of Directors and Management Team have a full understanding of the importance of equal opportunities. As far as possible, key issues relating to equal opportunities such as disability and cultural background will be represented by the recruitment of appropriate individuals within the management structure.
- Provide equality of opportunity in employment through non-discriminatory employment practices and staff training.
- Develop and promote a programme of activities which will be open to all. Educational opportunities within the programme will enhance the understanding of equal opportunities in the community.
- Review and monitor the effectiveness of its equal opportunities policy.

The company's recruitment process will result in the selection of the most suitable person for any job.

Advertisements for employment will promote equal opportunities and invite applications from a wide range of appropriate candidates.

A person specification, which defines the qualifications, experience and other skills required for the post, will only include those factors which are necessary and justifiable as objective criteria for the satisfactory performance of the job.

Through its Equal Opportunities Policy and its implementation, the company will seek to ensure that the talents and skills of its employees are utilised to the full, to the benefit of the organisation and its employees.

The aim of the Traditional Music Forum is to advocate the place for traditional music at the heart of Scottish life and to promote the widest possible access to it.

The organisation will create a pricing policy, which will reflect the expectations of those on a range of income levels. Box office prices and hire charges will be as flexible as possible to ensure that the organisation maintains its accessibility to a wide range of users.