



D'Sign Arts (NI)

Equal Opportunities Policy

The D'Sign Arts (NI) is committed to ensuring that it promotes equality of opportunity to all Management Committee members, volunteers, and potential volunteers.

A core value of D'Sign Arts (NI) is that everyone has a contribution to make to society and has a right to equal treatment and is opposed to all forms of unlawful and unfair discrimination. D'Sign Arts (NI) aims to ensure that no-one will be discriminated against on grounds of:

- gender, marital or family status
- religious belief or political opinion
- race or ethnic origin
- nationality
- disability
- sexual orientation
- age

This policy underpins all other policies of D'Sign Arts (NI).

Implementation

The Management Committee has overall responsibility to ensure this policy is implemented. The D'Sign Arts (NI) Chairperson and Vice-Chairperson have specific responsibilities to ensure implementation of the policy within the committee. Each Management Committee member also has responsibilities, and along with volunteers and members, are expected to

abide by the policy and help create the equality environment, which is its objective. In order to implement this policy, we will ensure that:

- the policy is communicated to all committee members and volunteers, through committee and informal meetings.
- the policy is communicated to all volunteers, through informal interviews and will be able to obtain a copy from our website.
- the policy is communicated to all members and partners and they will be asked to state if they are committed to equal opportunities.
- appropriate training offered and guidance provided to members of the Management Committee and volunteers paying regards to non-discriminatory recruitment and selection techniques
- adequate resources will be sought to fulfil the aims of this policy

Recruitment

D'Sign Arts (NI) is committed to equal opportunity for all volunteers including those with criminal convictions. Information about criminal convictions is requested to assist the selection process and will be considered only when the conviction is considered relevant to the post.

Any disclosure will be seen in the context of the volunteer role, the nature of the offence and the responsibility for the care of existing volunteers and Committee members.

Management Committee

The committee of D'Sign Arts (NI) aims to draw members from all sections of the community it represents. It will seek to recruit new members from underrepresented groups and to have a broad representation from community, voluntary and statutory organisations along with volunteer representatives.

The constitution provides details of the process involved in becoming a member of the committee.

Volunteers

D'Sign Arts (NI) has adopted a volunteer policy, which sets out our commitment to diversity and inclusion embedded in the process of volunteer recruitment. This takes account of good practice and is reviewed annually.

Monitoring and Review

Committee members and volunteers' applicants will be monitored using the collection of statistical data relating to:

- gender
- religious belief
- race or ethnic origin
- disability
- age
- sexual orientation
- nationality
- political opinion

Monitoring information will not be attached to an individual's record and feeds in to monitoring statistics only.

For volunteers, the monitoring information is anonymised and added to the monitoring statistics for analysis and future recruitment decisions.

Affirmative Action

Where appropriate, lawful positive action measures such as special encouragement in advertisements or special training will be developed to recruit people from underrepresented groups.

Complaints Procedures

The Management Committee members and volunteers who believe that they have suffered any form of discrimination, harassment or victimisation are entitled to raise the matter through the agreed procedures. A copy of the procedures is available on our website or by

contacting the Secretary by email at dsignartsni@gmail.com. All complaints will be dealt with seriously, promptly, and confidentially.

These internal procedures do not replace or detract from the right of volunteers to pursue complaints under the Sex Discrimination Orders (NI) 1976 & 1988, the Disability Discrimination Act 1995, and the Race Relations Order (NI) 1997. There are time limits for raising such disputes details of which are available from the Equality Commission.

Every effort will be made to ensure that volunteers making complaints will not be victimised. Any complaint of victimisation will be dealt with seriously, promptly, and confidentially. Victimisation will result in disciplinary action and may warrant dismissal.

Definitions

Direct Discrimination

Direct Discrimination occurs when a person is treated less favourably than another on the grounds of their sex, marital status, religious belief, political opinion, race, age, nationality, or ethnic/national origin.

Indirect Discrimination

Indirect Discrimination can occur when a requirement or condition, which cannot be justified on grounds other than sex, marital status, religious belief, political opinion, race, age, nationality, or ethnic/national origin, is applied equally but has the effect of disadvantaging a considerably higher proportion of persons in one or other of the above groups.

In order to establish a complaint of indirect discrimination, an applicant must show the following:

- that a requirement or condition has been applied;
- that the said requirement or condition adversely impacts against the person because of his/her sex, marital status, religious belief, political opinion, race, age, nationality or ethnic/national origin;

- that he/she suffered detriment by reason being unable to comply with the condition or requirement.

Disability Discrimination

Disability Discrimination occurs when, for a reason related to his/her disability, a disabled person is treated less favourably than other people, and this treatment cannot be justified. It also occurs when an organisation fails to comply with the duty to make a reasonable adjustment in relation to the disabled person, and the failure cannot be justified. An organisation cannot justify less favourable treatment if, by making a reasonable adjustment, it would remove the reason for treatment.

Victimisation

Victimisation occurs when a person is treated less favourably than another because of that person has, for example, asserted rights under any of the discrimination laws or has helped another person to assert such rights or given information to the relevant statutory body, or because it is suspected that the person might do any of these things.

Date of review: **16 April 2021**

Next review due: **15 April 2022**