**Equal Opportunities Policy**

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| Author: |  |
| Adopted by (e.g. Management Committee) | Date |
| Review date: |  |

The ORGANISATION believes that no child, individual, or family should be excluded from activities or membership on the grounds of age, gender, health, sexuality, class, family status, means, ability, colour, ethnic origin, culture, religion, or belief. We aim to ensure that all who wish to receive tuition, take part in the pipe band, or volunteer to help with, or work with ORGANISATION should have an equal chance to do so.

**Membership**

ORGANISATION is open to all those interested in developing a schools youth pipe band in the Kinross area.

**Contracted instructors**

ORGANISATION appoints self-employed instructors and treats fairly all applicants. No applicant will be rejected on grounds of age, gender, health, sexuality, class, family status, means, colour, ethnic origin, culture, religion, or belief.

**Tuition and band membership**

All children will be respected and their individuality and potential recognised, valued and nurtured. All children who choose to receive tuition will be given the opportunity to do so. If ORGANISATION cannot offer tuition to all those that would like to learn, a waiting list will be kept. Those that have been on the waiting list for longest, will be offered a tuition place when one becomes available.

No child will be excluded from band practice, band membership or from tuition for reasons of ability. However tuition, and membership of the pipe band will depend to some extent on the time and effort that a child puts into practice and to the regularity of their attendance at lessons and band practice.

ORGANISATION will encourage parents to car share so that all children are able to attend band practice and events if they wish to.

**Fees**

If the ORGANISATION introduces fees, we will make reasonable efforts to ensure that cost is not a barrier to inclusion. Children receiving free school meals will be offered free tuition, and where siblings in the same family wish to learn, discounts will be offered. A hardship/ contingency fund will be available to all families that find it difficult to afford some or all of any fees or costs.

**Governance**

The ORGANISATION abides by the rules of its governing Constitution.

Date: