

EQUALITY AND DIVERSITY STATEMENT

Opera Festival Scotland is an unincorporated voluntary organisation lead by an Executive Board, governed by a constitution.

In all its activities, Opera Festival Scotland is committed to meeting its responsibilities and duties in relation to the Equality Act 2010.



In supporting equality and diversity, Opera Festival Scotland offers opportunities to all individuals who share a passion for classical music and opera and wish for all to be involved and included.

Selection procedures for such involvement are equality-proofed with diversity monitoring carried out pre- and post-application or nomination and selection taking account of the 'protected characteristics' (1)

Opera Festival Scotland is committed to:

- eliminating unlawful discrimination, harassment and victimization.
- advancing equality of opportunity among different groups
- fostering good relations among different groups

Opera Festival Scotland will request information from all candidates who wish to compete in festival competitions or those who wish to participate in Executive Board activity, to enable Opera Festival Scotland to carry out equality and diversity monitoring. This information will remain confidential and will not be shared to parties outside of Opera Festival Scotland.

The information pursuant to the Data Protection Act 2018 (2) will be destroyed after the relevant data has been gathered for equality and diversity monitoring purposes and in assisting with the future constitutional policies of Opera Festival Scotland.

Questions on this statement should be sent to info@operafestivalScotland.co.uk

(1) Protected characteristics in the Equality Act 2010 are age, disability, gender, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief and sexual orientation.

(2) Data Protection Act 2018 ensures that personal information is used for limited, specifically stated purposes, kept for no longer than is absolutely necessary and kept safe and secure.