



## **THE GUILD OF BRITISH CAMERA TECHNICIANS EQUAL OPPORTUNITIES POLICY**

### **STATEMENT OF INTENT**

The Guild of British Camera Technicians is an equal opportunities employer, membership organisation and training provider. It aims to treat all trainees, workers, members and CPD training course applicants equally. There is no discrimination in respect of marital status (including civil partnerships), gender (including gender reassignment), sexuality, disability, age, colour, race, religion, and nationality, ethnic or national origins. There will be no discrimination on these grounds in the terms and conditions offered to workers, job and membership applicants, members and/or those applying to attend CPD training courses.

For those applying to attend the GBCT Camera Trainee course, please note that the training programme is solely for those who have the legal right to live and work in the UK.

This policy also covers any recruitment, induction, conduct at work and disciplinary or grievance procedures. The only basis for membership selection, promotion or selection for training courses is the Selection Committee(s) and Board of Management's considered opinion of the applicant's suitability/potential capability which relates to the specific criteria relating to membership, training course or job of work. All workers have a legal and moral obligation not to discriminate and to report incidents of discrimination against any individual or group of individuals. Any worker found to be discriminating will face disciplinary procedures.

### **Key Elements of the Policy**

All GBCT policies are continually under review and will be updated incorporating a number of different suggestions provided and recommended by the Equality Commission and the National Council for Voluntary Organisations.

Elements will include:

- An embellishment of the above Statement of Intent, including the aim and objective of the policy and attitudes at all levels of membership and their knowledge and ability to become members of the GBCT
- The scope of the policy (who it applies to)
- An outline of specific commitments/actions which will be undertaken
- How the policy will be implemented and who is responsible and accountable
- Monitoring, Evaluation and Review
- Dealing with complaints

**The Board of the Guild of British Camera Technicians**