

Burwell Bash



FAIR PLÉ: Commitment and Provision

Fair Plé Commitment and Provision

Burwell Bash values people's the contributions of all its members and tutors regardless of age or gender, providing equal opportunities for all taking part.

Aims

- To ensure that all tutors are equally supported and able to take part
- To ensure that all genders have equal opportunities to lead, take part in and facilitate music while on the course
- To ensure gender parity within pay and representation
- To ensure equal gender representation within the organisation committee

Family Support

All tutors and their families are supported by the course to ensure that no tutor is unable to take part due to family commitments. As such, all tutors and their families are offered family accommodation on/near the site for the duration of the course. Where possible, this provision may also be families of members taking part in the course. This enables both mothers and fathers of young children to actively take part.

Equal Opportunities

Where opportunities exist for course members to lead, teach or facilitate activities, all genders are offered equal chances to do so. In One Night Stand Bands, for example, equal numbers of men and women are offered the chance to lead/facilitate groups. It is then at the discretion of individuals as to whether they choose to do so. For the Slow Session, Dance Session and additional activities, both men and women will be offered opportunities to lead and teach in both activities.

Tutor Commitment

While Burwell Bash cannot guarantee gender balance within the tutors, pay parity is a certainty. Tutors are not paid due to their reputation or longevity with the organisation but for hours taught. With all tutors undertaking equal work, equal pay is assured. On Burwell Bash's social media, tutors work, videos, performances, releases and promotional material are also equally distributed on Facebook and twitter, where they are available.

Gender Balance within the Organisation

The committee make an active commitment to gender balance within the organisational structure, allowing equal representation.

Complaints Procedure

If anyone believes they have been discriminated against based on their gender during the course they can email contact@burwellbash.info to complain in writing or complain in person to any member of the committee. Any complaint would be taken seriously and investigated fully.

In addition to this commitment, all Cambridgeshire County Council Employees of Burwell House will abide by their own equal opportunities policies.

This policy was adopted by Burwell Bash on 18th August 2018

Signed on behalf of the Management Committee by:

Signature.....

Name in Capitals.....ELLIE WEST

The policy has been reviewed by the Management Committee on:

Date...26th May 2018