

Academy of Historical Arts



Equal Opportunities Policy

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The Academy of Historical Arts is a division within Triquetra Services (Scotland), a charitable organisation registered in Scotland: registration number SC042086.



Version and Copyright Information

Version: 02

Date: 17th May 2013

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Version: 01

Date: 3rd August 2010

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The Academy of Historical Arts is committed to fostering and maintaining an equal opportunities environment for all of its instructors, members, guests and associates. No discrimination will be tolerated towards anyone on grounds of: race; colour or appearance; ethnic origin; nationality; religion or beliefs; gender; age; sexuality; marital status; employment status; financial status; social background; disability or health. Furthermore, bullying and other more intangible forms of discrimination will be forbidden and stamped out wherever it occurs.

The motto of the Academy is an effective statement on the stance of the Academy towards equal opportunities: "Virtue Not Pedigree". The Academy will recognise and reward effort and achievement, but will not allow any member, guest or associate to use background or other social or personal issues as a stepping-stone to preferential treatment. All promotion, recognition and status in the Academy must be earned by personal effort and achievement.

It is the policy of the Academy that no member will receive preferential treatment over any other member. Only members who consistently display personal effort and a willingness to learn will gain recognition for doing so, leading to awards and attainment of rank and status within the Academy.

The Academy's highest priority is safety and this will not be compromised at any time for any individual or group of individuals. Although the Academy will not discriminate against individuals with disabilities, health problems or mental health issues, sometimes allowing such an individual to participate in certain activities would compromise safety of other members. While the Academy intends to remain as inclusive and as fair as possible, it is acknowledged that sometimes some individuals will simply be unable to participate in Academy events or practices for their own safety or for the safety of others. Instructors and activity leaders will not be required to engage with students/participants if there are issues that the instructor is not trained to deal with, that may cause issues for the individual or for the class. Such exclusions are legally validated by section 193 of the Equality Act 2010.

The Academy will ensure that all members are aware of, understand and follow this equal opportunities policy. Any breaches of the policy will be taken seriously and will be dealt with according to the *AHA Disciplinary Procedure*. The administrators of the Academy of Historical Arts will monitor and review this policy regularly and will ensure that the policy is implemented in all areas of the Academy. The Academy of Historical Arts will comply fully with the Equal Opportunities Act 2010.