

# Equal Opportunities Policy

## 1. Statement of Policy

This document is a statement of our policy for achieving equality of opportunity throughout the work of the Federation and its members. This policy shall inform our actions and attitudes to all Federation members, employees, sub-contractors, Trustees, volunteers and to members of the general public attending and participating at our events.

We recognise that individuals and groups have been, and are, disadvantaged on many grounds including age, disability, gender, sexual orientation, marital or civil partnership status, pregnancy, maternity and paternity, race, colour, nationality, national origin, ethnic origin, political opinion, religion or belief.

The Federation and its members will fully comply with the justifiable spirit of legislation in these areas and will aim to ensure that no person engaged or participating in our events is disadvantaged.

We understand that equality of opportunity includes:

- those attending and/or participating in our events
- the employment, training, recruitment and selection of employees, sub-contractors, Trustees, volunteers and Federation members
- how we communicate, both internally and externally, including how we portray participants in our events

## 2. Implementation of Policy

For the Federation, the overall responsibility for implementation of this policy rests with the Board of Trustees. They will review this policy on a regular basis.

For our Festival members, the overall responsibility implementation of this policy rests with a nominated person from the Charity Trustees or Management Committee of the festival.

For ethical and legal reasons, we will not tolerate any unlawful discrimination or breaches of our Equal Opportunities Policy and appropriate action will be taken against offenders.

### **3. How we will deal with instances of negative discrimination**

We are committed to taking action against all forms of discrimination. If you feel that you have in any way been disadvantaged, we urge you to report the matter to the Federation. Our priority will be to investigate your concerns and seek to resolve the issue to your satisfaction.

If you have a disability as defined by the Equality Act 2010 please inform us so that we can consider what reasonable adjustments can be made.

We ask all our Federation members, employees, sub-contractors, Trustees and volunteers to conduct themselves in a manner of which we can all take pride, and to accept their part in promoting non-discriminatory behaviour. We all have a duty to report such discriminatory behaviour, and to act in accordance with the spirit and the requirements of the relevant legislation.

Action will be taken against anyone found to be acting in such a manner in accordance with the terms and conditions of their engagement as an employee, sub-contractor, Trustee, volunteer or member of the Federation.

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