



## **SteYning Festival Equal Opportunities and Diversity Policy**

### **Our Aims**

SteYning Festival recognises that people with different backgrounds, skills, attitudes and experiences bring fresh ideas and perceptions. We are committed to promoting equality of opportunity for all, and to ensuring that no individual is discriminated against in the planning and delivery of any of our activities.

We therefore aim to ensure that the values of equality, diversity, and respect for all are embedded into everything that we do.

We aim to ensure that no volunteer, organisation or individual is discriminated against on the grounds of gender, nationality, ethnic origin, race, age, disability, sexual orientation, belief, religion, marital status, civil partnership, pregnancy and maternity, gender reassignment (or in the process of changing).

### **About our policy**

This policy is intended to demonstrate SteYning Festival's commitment to eliminating discrimination and encouraging and valuing diversity among volunteers, partners, suppliers, participants, audience members and trustees.

We recognise our responsibilities under the Equality Act 2010, and are committed to meeting them in full. We believe that a culture that embraces equality and values diversity will help us to ensure that everyone feels involved and included in our plans, programmes and activities.

We aim to create an environment which respects and welcomes everyone, and in which no form of bullying, harassment, disrespectful or discriminatory behaviour is tolerated by anyone towards anyone. This particularly applies in relation to the 'protected characteristics' named in the Equality Act 2010: Age, disability, gender reassignment, income, marriage or civil partnership status, pregnancy and maternity, race, religion or belief, sex and sexual orientation.

SteYning Festival recognises that unjustified discrimination does exist in our society and that we have an obligation and a responsibility both to oppose such discrimination and actively to promote equality of opportunity amongst all groups of society. SteYning Festival recognises that the following types of discrimination are recognised in law and take these very seriously and extend these to all forms of discrimination whether specified in law as a 'protected characteristic' or not:

- Direct discrimination: discrimination because of a 'protected characteristic'.
- Associative discrimination: direct discrimination against someone because they are associated with another person with a protected characteristic
- Indirect discrimination: when rules or policies apply to everyone but disadvantages a person with a 'protected characteristic'.
- Harassment: behaviour deemed offensive by the recipient.
- Harassment by a third party: the harassment of volunteers or clients/customers by people not necessarily connected to the organisation.
- Victimisation: discrimination against someone because they made or supported a complaint under Equality Act legislation.
- Discrimination by perception: direct discrimination against someone because others think they have a protected characteristic.

## **Our responsibilities**

Steyning Festival understands that for equality to be achieved this policy needs to be made understandable to, and embraced by volunteers, suppliers, partners and trustees.

All volunteers, suppliers, partners and trustees have a responsibility to ensure that their own language and actions are consistent with the spirit as well as the contents of this policy.

The board of trustees has overall and final responsibility and will ensure that its policy and procedures meet with both the letter and spirit of the relevant legislation including the Human Rights Act 1998 and the Equality Act 2010.

## **Our commitment**

Steyning Festival recognises that an Equality and Diversity Policy alone is not enough to ensure that equality and diversity are central to everything that we do.

We will seek to create an environment in which diversity and the contributions of all volunteers, suppliers, partners and trustees are recognised and valued in all that we do. In this way we hope to provide an example of good equality practice and promote community cohesion in Steyning and the surrounding area.

## **Review and Action**

We recognise that it is important for us to regularly review this policy to ensure that it reflects up to date equality legislation and best practice.

A review of our Equality and Diversity Policy will be carried out on a biennial basis as a minimum and any necessary actions taken.