

## ROYAL WOOTTON BASSETT ART FESTIVAL

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Reg. Charity No. 1135906



Creating Safer Festivals for Everyone: adopted by RWBAF

## EQUAL OPPORTUNITIES POLICY

### Statement of Policy

This document is a statement of our policy for achieving equality of opportunity throughout the work of the Royal Wootton Bassett Arts Festival, its Committee members, volunteers, adjudicators, participants and any other stake holders.

This policy shall inform our actions and attitudes to all 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, oppressed on many grounds including age, disability, sex, sexual orientation, marital or civil partnership status, pregnancy and maternity, race, colour, nationality, national origin, ethnic origin, political opinion, religion or belief.

The Festival 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 Committee members
- How we communicate, both internally and externally, including how we portray participants in our events. employees, sub-contractors, Trustees and volunteers and everyone must agree to apply it in practice when working / volunteering for the Festival.

The RWBAF Committee is responsible for ensuring that this policy is implemented and will review this on an annual basis. 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.

### 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 Festival. Our first priority will be to investigate your concerns and seek to resolve the issue to your satisfaction. If you suffer from a disability (for the purposes of the Disability Discrimination Act) please inform us so that we can consider what reasonable adjustments can be made. We ask all our Festival Committee 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

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requirements of the relevant legislation. We do not, and will not, tolerate any form of discrimination. Appropriate 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 Festival Committee.