

SHINE FESTIVAL

EQUAL OPPORTUNITIES POLICY

Implemented from October 2016

1. Statement of policy

This document is a statement of our policy for achieving equality of opportunity throughout the work of the Festival and its members. This policy shall inform our actions and attitudes to all Festival 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, 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 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 and volunteers.
- How we communicate, both internally and externally, including how we portray participants in our events.

2. Implementation of policy

We will brief all Festival members, employees, sub-contractors, Trustees and volunteers on this policy and everyone must agree to apply it in practise when working/volunteering for 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 Festival Organiser. 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 members, employees, Trustees, sub-contractors 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. 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.