

CLECKHEATON FOLK FESTIVAL ORGANISATION

EQUALITY AND DIVERSITY POLICY

STATEMENT OF INTENT

Cleckheaton Folk Festival Organisation (CFFO) recognises that everyone has a contribution to make to our society. All those involved in the organisation and running of Cleckheaton Folk Festival will recognise and value the differences between people, enabling, where possible, the provision of the appropriate services to meet the individual needs of those who wish to attend and/or participate in Festival activities.

CFFO will pursue a policy of equality of opportunity in terms of the organisation and management of its events, the range of activities it hosts and its audience members, artists and volunteers. CFFO is committed to making all efforts to prevent discrimination or any other unfair treatment or practice and promote equality of opportunity in its management structures and membership, booked artists or users of its services regardless of :

- Age
- Class
- Disability, physical or mental
- Employment and/or Trade Union status
- Gender identity
- HIV status
- Marital or civil partnership status
- Political Belief
- Pregnancy/maternity
- Race, colour, nationality, ethnic or national origin
- Religious Belief
- Sex
- Sexual orientation
- Unrelated previous criminal history

THE RESPONSIBILITY OF THE BOARD AND THE ORGANISING COMMITTEE OF CFFO

It is the responsibility of the Directors on the Board (the Directors) and the Members of the Organising Committee (the Members) of CFFO, including any Sub-groups, to ensure the implementation, promotion, monitoring and further development of this policy.

The Directors will endeavour to ensure that all those involved in the organisation and running of CFFO and its associated activities including themselves, artists and volunteers, clearly understand what is expected of them in carrying out the Equality and Diversity policy and receive appropriate training/information.

The Directors will ensure that equality issues form a key part of any consultation and overall strategic policy making.

The Directors will ensure compliance with all the relevant statutes including:

- **The Equality Act 2010**
- **Rehabilitation Of Offenders Act 1974**
- **Human Rights Act 1998**
- **Data Protection Act 1998**

THE RESPONSIBILITIES OF THE DIRECTORS AND MEMBERS

Directors and Members working with volunteers, artists and others involved in any of its events will be responsible for providing them with a copy of the Equality and Diversity Policy if requested or required.

Directors and Members will treat all contacts with respect.

Directors and Members are expected to draw to the attention of the Board any suspected acts of discrimination that are part of, or directly relate to, CFFO.

Directors and Members should take special care not to offend contacts through ignorant or insensitive behaviour.

Commitment to Equality of Opportunity is an essential requirement for all Directors and Members.

Reviewed May 2016