

Southwold Arts Festival Equality, Diversity and Inclusion Policy

Introduction

The Trustees and Volunteers of Southwold Arts Festival (SAF):

ACCEPT that in society certain groups or individuals are denied equality on the grounds of race, gender, marital status, caring responsibilities, disability, gender re-assignment, age, social class, sexual orientation and religion/belief or any other factor irrelevant to the purpose in view.

WELCOME the statutory requirements laid down in the Equalities Act 2010;
<https://www.legislation.gov.uk/ukpga/2010/15/contents>
<https://www.equalityhumanrights.com/en/advice-and-guidance/your-rights-under-equality-act-2010> <https://www.equalityhumanrights.com/en/publication-download/equal-pay-statutory-code-practice> Note: the Equalities Act replaced the Sex Discrimination Act 1975 and the Race Relations Act 1976 and supplements the Equal Pay Act 1970
<https://www.legislation.gov.uk/ukpga/1970/41/enacted> and is committed to complying with the Equalities Act 2010 with such other Acts and statutory requirements furthering equality of opportunity for all as also apply to its charitable activities.

RECOGNISE that it has moral and social responsibilities that go beyond the provisions of the above-mentioned Acts and Regulations, and that it should support and contribute to the wider process of change through all aspects of its work and practices in order to eliminate discrimination and promote equality and diversity.

IS COMMITTED to taking positive steps to ensure that:

1. All people are treated with dignity and respect, valuing the diversity of all
2. Equality of opportunity and diversity is promoted
3. Services are accessible, appropriate and delivered fairly to all
4. The mix of its employees, volunteers and management committees reflects, as far as possible, the broad mix of the population of its local community
5. Traditionally disadvantaged sections of the community are encouraged to participate in policy decisions about, and the management of the services provided

POLICY

This policy applies to all Trustees and volunteers.

Commitment

All those involved with SAF will treat all people with dignity and respect, valuing the diversity of all. It will promote equality of opportunity and diversity. It will challenge and reject all forms of discrimination on grounds of race, gender, marital status, caring responsibilities, disability, gender re-assignment, age, social class, sexual orientation, religion/ belief, irrelevant offending background or any other factor irrelevant to the purpose in view. It will tackle social exclusion, inequality, discrimination and disadvantage.

Aims

SAF aims to:

1. Provide arts activities that are accessible
2. Promote equality of opportunity and diversity in volunteering
3. Create effective partnerships with all parts of our community

Objectives

SAF's objective is to realise its standards by:

1. Sustaining, regularly evaluating and continually improving its programme and systems and structures to ensure equality and diversity principles and best practice to meet the needs of individuals and groups
2. Ensuring Trustees and volunteers are representative of the community served
3. Recognising and valuing the differences and individual contribution that all people make to SAF
4. Challenging discrimination

PROCEDURES

Responsibility for Implementation

This policy covers the behaviour of all people associated or volunteering with SAF who have overall responsibility for ensuring adherence to and implementation of this policy.

Method of Implementation

SAF intends to implement this policy by:

Ensuring that Trustees and volunteers are made aware, understand, agree with, and are willing to implement this policy. All Trustees and volunteers will be given a copy of this policy as part of their induction

Monitoring the publicity and events provided by SAF, to ensure that they are accessible to all sections of the population and do not discriminate, and taking active steps to ensure that participation is representative

Monitoring and Reviewing

SAF has declared its commitment to establishing, developing, implementing and reviewing a policy of equality of opportunity. Effective record keeping and monitoring, and acting on information gathered, are essential in order to measure effectiveness and plan progress. This policy will be reviewed by the Trustees annually.

Adopted 1st February 2023

Reviewed 13th February 2024