

CHELTENHAM FESTIVAL OF PERFORMING ARTS

1. EQUAL OPPORTUNITIES STATEMENT

This Festival operates an equal opportunities policy whereby no person by reason or religious belief, political opinion, sex, marital status, race, colour, ethnic origin, sexual orientation or disability is treated less favourably nor is disadvantaged for those reasons by conditions or requirements which cannot be justified. This Festival is committed to implementing policies designed to promote equality of opportunity, to secure fair participation for any under-represented group and to reject absolutely unlawful discrimination of any kind.

The Festival will implement this policy by ensuring equality of opportunity for all entrants to perform in the Festival as a basic right and will take such affirmative action as may be deemed lawful, appropriate and necessary to ensure that all entrants enjoy equality of opportunity.

2. EQUAL OPPORTUNITIES POLICY

The Cheltenham Festival of Performing Arts is committed to equal opportunities policy and practice and will ensure that all volunteers and service users, both present and potential, are treated equally and as individuals regardless of age, disability, ethnic or national origin, gender, marital or parental status, political belief, race, religion or sexual orientation.

In implementing this policy the Cheltenham Festival of Performing Arts will take account of existing legislation: the Race Relations Act 1976; the Sex Discrimination Act 1975; the Equal Pay Act 1970, and the Disability Discrimination Act 1995.

This equal opportunities policy will be implemented across all aspects of the organisation's work in:

- The appointment of members to its organising committee
- The appointment of officers
- All dealings with its members and members of the public

3. ORGANISING COMMITTEE

The Cheltenham Festival of Performing Arts will aim to ensure that the organising committee is representative of members of the organisation. The organising committee will be responsible for ensuring that the equal opportunities policy is properly implemented, monitored and reviewed.

4. VOLUNTEERING

The Cheltenham Festival of Performing Arts will ensure that no officer or volunteer receives less favourable treatment than another on grounds of age, disability, ethnic origin, marital or parental status, political belief, religion, gender or sexual orientation.

The Cheltenham Festival of Performing Arts is committed to undertaking open recruitment and selection procedures and all vacancies for officers will be advertised and fair and equitable processes will be followed. Volunteer helpers will be informed of the equal opportunities policy.

5. PUBLIC AND SERVICE-USERS

The Cheltenham Festival of Performing Arts aims to make its services accessible to as wide a range of public as possible and in order to achieve this will take steps to remove barriers which prevent

potential audience, participants, members or users from having equal access to the organisation's activities. This will include:

- Where possible ensuring that activities take place in venues and premises which are accessible to disabled people
- Where possible offering facilities for disabled people to enable them to participate fully in activities, e.g. induction loop, interpreters
- Where possible ensuring that the design of publicity material takes account of the needs of disabled people in terms of print, format and information access
- Encouraging and enabling people from under-represented groups to attend and participate

THIS PROMISE IS TO:

- Everyone who competes or enters competitors in the Festival
- Everyone who attends the Festival
- Everyone currently working for the Festival

The Cheltenham Festival of Performing Arts will treat everybody as an equal and will not unfairly discriminate against you because of:

- Race, colour, ethnic or national origins, nationality or religion (where you come from or where your past family or relations came from; the colour of your skin; your faith; your culture or lifestyle)
- Accent, language, literacy, disability
- Income or social background
- Sex, marital status, caring responsibilities
- Sexual orientation (whether you are gay, lesbian or heterosexual, whether you are a woman, a man or a transgendered, married, living with someone or alone)
- Who you choose to live with
- Political or trade union activity
- The ways in which you communicate; your ability to read or write; your impairments whether physical or mental
- How old or young you are
- Whether you have a low income or no income, are unemployed, work part-time, have multiple jobs or receive benefits
- The fact that you care for young children or older people or those who need additional support