

## **1. EQUAL OPPORTUNITIES STATEMENT**

The Cheltenham Festival of Performing Arts is committed to provide equal opportunity for everyone to participate in its affairs and contribute to its objectives. The Festival does not discriminate on the grounds of age, disability, gender, marital status, race, nationality, ethnicity, religion or belief, sexual orientation, or any other unlawful reason.

This commitment extends to every aspect of the Festival's operation and applies to all performers, volunteers, sponsors, and suppliers.

The principles of non-discrimination and equal opportunities also apply to the way in which the Festival treats visitors and members of the public.

## **2. EQUAL OPPORTUNITIES POLICY**

The Cheltenham Festival of Performing Arts is committed to a policy of equal opportunity for all performers, volunteers, sponsors and suppliers. The policy is applied so that there is no discrimination on the grounds of age, disability, gender, marital status, race, nationality, ethnicity, religion or belief, sexual orientation, or any other unlawful reason.

In implementing this policy the Cheltenham Festival of Performing Arts will take account of existing legislation: the Equality Act 2010, the Disability Discrimination Act 1995, the Race Relations Act 1976; the Sex Discrimination Act 1975, and the Equal Pay Act 1970.

This policy will be implemented across all areas of the Festival's operation, including:

- the appointment of charity trustees and officers.
- the appointment of members of its organising committees.
- its dealings with Festival Friends, stewards, and all other volunteers.
- its dealings with Festival members, members of the public, and suppliers.

The Cheltenham Festival of Performing Arts charity trustees will review this policy each year in order to ensure that it is fit for purpose and properly implemented. The review will include consideration of the following aspects of the Festival's activities to ensure that:

- people from all sections of society will be encouraged to participate fully in the affairs of the Festival.
- where possible activities take place in venues and premises which are accessible to disabled people, and facilities are made available to enable them to participate fully e.g. induction loop, wheelchair access, interpreters.
- where possible the design of publicity and other material takes account of the needs of disabled people in terms of print, format, and information access.