

Spratton Folk Festival Equal Opportunities Policy

Agreed 13/10/08
Next review 12/10/09

Also see: Terms of Reference and Festival Management Structure

Principles

Spratton Folk Festival wholeheartedly supports the principle of equal opportunities. We aim to encourage, value and manage diversity and we recognise that talent and potential are distributed across the population. Not only are there moral and social reasons for promoting equality of opportunity, it is in the best interest of this organisation to recruit and develop the best people for our roles from as wide and diverse a pool of talent as possible. That diversity adds value.

Spratton Folk Festival recognises that many people in our society experience discrimination. Discrimination is acting unfairly against a group or individual through, for example exclusion, verbal comment, denigration, harassment, victimisation, a failure to appreciate needs or the assumption of such needs without consultation.

Discrimination can be direct or indirect (where there is a requirement or condition on all, but which has an adverse impact on a particular group and cannot be justified).

All forms of discrimination are unacceptable, regardless of whether there was any intention to discriminate or not. Volunteers, contractors and team members have a duty to co-operate with Spratton Folk Festival to ensure that this policy is effective in ensuring equal opportunities and in preventing discrimination. Volunteers, contractors and team members should draw the attention of their team leader to suspected discriminatory acts or practices or cases of bullying or harassment.

Statement of Intent

Spratton Folk Festival aims to create a culture that respects and values each others' differences, that promotes dignity, equality and diversity, and that encourages individuals to develop and maximise their true potential.

We aim to remove any barriers, bias or discrimination that prevent individuals or groups from realising their potential and contributing fully to our organisation's performance and to develop an organisational culture that positively values diversity.

We are committed wherever practicable, to achieving and maintaining participation broadly reflecting the local community in which we operate.

Every possible step will be taken to ensure that individuals are treated fairly in all aspects of their involvement with Spratton Folk Festival.

Our aim is that participants will be truly representative of all sections of society. Selection for involvement, advancement or any other benefit will be on the basis of merit and ability only. Selection for training will be on the basis of role requirement only.

Intimidation, harassment and bullying will not be tolerated and may lead to disciplinary action.

Spratton Folk Festival will challenge discrimination in its own policies. It aims to provide equality and fairness for all volunteers and team members, irrespective of gender, marital status, race, ethnic origin, colour, nationality, national origin, religion or belief, disability, sexual orientation, gender reassignment or age.

Implementation (See Action Plan – being developed by R Baillie)

The Festival Chair is responsible for the policy's day-to-day implementation. Consultation will take place with the full festival team on the implementation and development of this policy. Spratton Folk Festival will draw up an Action Plan detailing how it will deliver this policy and challenge discrimination in other policies.

It is the responsibility of the Management team to monitor effectiveness, and to review and develop the policy where necessary. Monitoring and review will take place annually.

Each volunteer, consultant, contractor, trainer, facilitator or team member is responsible for their own compliance with this policy. Breaches of the Equal Opportunities Policy will be regarded as misconduct and could lead to disciplinary action being taken, or the termination of contracts for services of consultants, contractors or trainers.

Those who feel they have been discriminated against should raise the matter with a team leader. Initially the complainant and team leader should aim to resolve the matter informally. It may be that discriminatory action is unwitting and easily resolved once the problem is clear.

If they are dissatisfied with the outcome, the complaint is very serious, or the team leader is the cause of the complaint, the complainant should raise the matter, in writing, as a formal grievance with Spratton Parish Council.

Spratton Folk Festival will ensure that all new participants, volunteers, and team members will receive induction on the policy and that consultants, contractors, trainers and facilitators will be fully informed.

Appropriate training and guidance will be provided to develop equality and diversity. Adequate resources will be made available to fulfil the aims of this policy. The policy will be widely promoted, and copies will be freely available and displayed on the Spratton Folk Festival website.

Festival Chair signature _____

Lead officer for this policy – Rachel Baillie