



The Festival of Chichester Equal Opportunities and Diversity Policy

The purpose of this policy

By adopting this policy the Festival of Chichester (FoC) aims to support the principle of equal opportunities for all stakeholders, whether they be a member of the committee, a non-committee volunteer or an event organiser.

The FoC is committed to ensuring that it provides equal opportunities and an equal approach for all people involved with it. This will mean that it conforms with the statutory requirements laid down by legislation (such as the Equalities Act 2010), as well as the guidance and advice offered by the Commission for Racial Equality and the Equal Opportunities Commission.

Responsibilities

The FoC is a non-profit making, registered charity organised by a board of voluntary trustees. There are many stakeholders involved in many different roles, both as members of the Board of voluntary trustees and in other supporting roles.

While the overall responsibility for implementing, monitoring and reviewing this policy lies with the board of trustees, all stakeholders (including event organisers) are required to adhere to it.

Policy essentials

Interpersonal dealings

All stakeholders will be expected to act with courtesy and respect to anyone with whom they have dealings, regardless of race, colour, ethnic or national origin, gender, marital status, sexual orientation, age, disability, political or religious beliefs, economic status or class.

Events

The FoC expects all events organisers to follow the principles outlined above, which will require them:

- To aim to make events and venues accessible in the broadest sense of the word. Accessibility includes (but is not limited to) physical disabilities, hearing or sight impairment, and neurodiversity. This means that facilities should be made available to enable all to hear and be heard, regardless of any hearing or speech impairments.

Where possible, access information should be included on the festival and organiser's event web page (if applicable), or as a minimum a named contact and contact details of someone who could address any accessibility concerns should be published.

- To organise all events with due regard to geographical location, taking into account the likely constituency of participants and accessibility by public transport.

– To avoid discriminatory or unnecessarily exclusive language or behaviour.

Redress

Since the FoC does not take direct responsibility for organising events, it cannot mandate such measures. Nonetheless it's vital that it takes a position on such matters.

Last updated: 15.01.2024/SO MS. For review within 2 years.

Related policies

Volunteer policy

Confidentiality Policy