

Bakewell Arts Festival

Equal Opportunities and Diversity Policy

Statement on Equal Opportunities

Bakewell Arts Festival (hereafter 'BAF') is committed to promoting equal opportunities for all, irrespective of colour, race, religion or belief, ethnic or national origins, gender, marital/civil partnership status, sexuality, disability or age.

BAF is committed to reflecting the diversity of the UK and to making its services accessible to all. This applies both to our events, and the people who make, produce, administrate or present them.

BAF aims to create and sustain an inclusive environment which provides equality of opportunity for everyone.

Legislation

It is unlawful to discriminate against individuals either directly or indirectly in respect of their race or sex or disability. The Race Relations Act 1976, the Sex Discrimination Act 1975, the Employment Rights Act 1996 and the Industrial Tribunals Act 1996 are the relevant Acts. In addition, the Disability Discrimination Act 1995 imposes an obligation on employees to make 'reasonable adjustments' to the workplace for disabled personnel.

Codes of Practice relating to sex, race and disability discrimination have been produced by the Equal Opportunities Commission (www.eoc.uk), the Commission for Racial Equality (www.cre.gov.uk), Disability Rights Commission (www.drc-gb.org), Advisory, Conciliation and Arbitration Service – ACAS (www.acas.org.uk), and these have been used as a basis for this policy.

What is equal opportunity and diversity?

Equal opportunity is about complying with our legal obligations to provide equal access to opportunities and services for everyone. It is also about removing any barriers or discriminatory practices that may affect particular groups.

Diversity is a concept based on the principle that everyone is different in some way, and that taking an inclusive approach brings benefits and advantages. It is about recognising, respecting and valuing the differences that everyone has.

Responsibilities for Equal Opportunities and Diversity

Everyone has an obligation to act in accordance with the above BAF Equal Opportunities Statement. Everyone must ensure their own behaviour does not cause

offence to others. Staff or volunteers who have concerns or issues in relation to equal opportunities and diversity are encouraged to raise these with the management group.

All staff, volunteers and participants are required to comply with the principles of this policy and to act in accordance with its objectives so as to remove any barriers to equal opportunity.