

# Equal Opportunities Policy

## 1. Statement of Policy

This document is a statement of our policy for achieving equality of opportunity throughout the work of BIFF and its members. This policy shall inform our actions and attitudes to all BIFF members, employees, sub-contractors, trustees, volunteers, participants and members of the public attending our events.

We recognise that individuals and groups have been, and are, disadvantaged on many grounds including age, disability, gender, sexual orientation, marital or civil partnership status, pregnancy, maternity and paternity, race, colour, nationality, national origin, ethnic origin, political opinion, religion or belief.

The Federation and its members will fully comply with the legislation in these areas and will aim to ensure that no person engaged or participating in our events is disadvantaged.

We understand that equality of opportunity includes:

- those attending and/or participating in our events
- the employment, training, recruitment and selection of employees, sub-contractors, Trustees, volunteers and Federation members
- how we communicate, both internally and externally, including how we portray participants in our events

## 2. Implementation of Policy

For BIFF, the overall responsibility for implementation of this policy rests with the Board of Trustees. They will review this policy on a regular basis.

For our festival members, the overall responsibility implementation of this policy rests with a nominated person from the charity trustees or management committee of the festival.

### 3. How we will deal with instances of unlawful discrimination

We are committed to taking action against all forms of unlawful discrimination. If you feel that you have in any way been disadvantaged, we urge you to report the matter to BIFF. Our priority will be to investigate your concerns and seek to resolve the issue to your satisfaction.




If you have a disability as defined by the Equality Act 2010, please inform us so that we can consider what reasonable adjustments can be made.

We expect all federation members, participants, employees, subcontractors, trustees and volunteers to conduct themselves in a manner we can all take pride in, and to actively promote non-discriminatory behaviour.

Action will be taken against unlawful behaviour by a federation member, participant, employee, subcontractor, trustee or volunteer.

**Last Reviewed: September 2021**



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