



EQUAL OPPORTUNITIES POLICY

Statement of Intent

Children's Festival (Bridgnorth) Limited is committed to and recognises its need to have open and fair policies in respect of all volunteers, members of the organising team and company directors.

At this time there are no employees but should permanent or temporary members of staff be appointed a revised policy incorporating similar commitments to those below will be produced.

Children's Festival (Bridgnorth) Limited commits to the following:

Developing an equal opportunities policy and practice that will ensure that all volunteers, employees and service users, both actual and potential, are treated equally and as individuals regardless of:

- Age
- Disability
- Race, ethnic or national origin
- Gender or sexual orientation
- Marital or parental status
- Political belief
- Religious beliefs or practices

This commitment extends to all direct or indirect forms of harassment, bullying or discrimination.

This equal opportunities policy will be implemented across all aspects of the activities of Children's Festival (Bridgnorth) Limited in respect of:

- The appointment of Company Directors and other Officers
- The appointment of members to its Organising Team
- The appointment of volunteers assisting with events
- Relationships with suppliers of services, performers and the public

Volunteers working with Children's Festival (Bridgnorth) Limited will be informed of the equal opportunities policy and if appropriate receive suitable training. Should legal requirements change this policy will be reviewed as necessary.

Children's Festival (Bridgnorth) Limited will endeavour to make services accessible to as wide a range of the public as possible. Wherever possible steps will be taken to minimise or remove barriers that prevent those with physical, visual, auditory or other impairments from actively taking part or being made aware of the facilities available.

Children's Festival (Bridgnorth) Limited will review this policy on an annual basis.

This policy will be published on the Festival website with the contact details of the Director or Organising Team member to whom any concerns should be addressed.

Any concerns raised or complaints received will be investigated fully by the Company Directors and/or Members of the Organising Team within a period of 30 days and a formal response provided in writing to relevant persons. Should a complaint be received in respect of a Company Director or a Member of the Organising Team an independent investigator will be appointed to adjudicate.