

Festival Angels – Christian Nightlife Initiatives Equality Opportunities Statement of Intent

Festival Angels recognise that many people in our society experience discrimination or lack of opportunities for reasons, which are not fair. These include race, religion, creed, colour, national and ethnic origin, political beliefs, dietary belief or medical requirement, gender, sexual orientation, age, disability (including mental illness), HIV status, gender reassignment, marital status, pregnancy and maternity, responsibility for dependants, appearance, geographical area, social class, income level or criminal record.

We will not discriminate in any way in support of Festival Goers.

We will challenge discrimination and lack of opportunity in our policies and practices and will help other organisations and individuals to do the same.

We aim to create a culture that respects and values each other's differences and to promote a good and harmonious environment in which all persons are treated with respect.

All volunteers, employees, Steering Group members and other member organisations must support the objectives of this Equality and Diversity policy.

Any breach or misconduct of the Equal Opportunity policy may lead to the volunteer having to leave their role within the organisation.

The Steering Group has overall responsibility for the effective implementation of this policy. Each volunteer shares this responsibility, and the Steering Group expect volunteers to abide by the policy and help create the equality environment which is its objective.

Staff, volunteers or Festival Goers who believe that they have suffered any form of discrimination, harassment or victimisation are entitled to raise the matter with a Co-ordinator or a member of the Steering Group.

Every effort will be made to ensure that anyone making a complaint will not be victimised. Any complaint of victimisation will be dealt with promptly, seriously and confidentially.

The effectiveness of our Equality and Diversity Policy will be reviewed at least annually, and action taken as necessary.