



## **Equal Opportunities and Diversity Policy**

### **Our Aims**

Steyning Festival recognises that people with different backgrounds, skills, attitudes and experiences bring fresh ideas and perceptions. We are committed to promoting equality of opportunity for all, and to ensuring that no individual is discriminated against in the planning and delivery of any of our activities.

We therefore aim to ensure that the values of equality, diversity, and respect for all are embedded into everything that we do.

We aim to ensure that no volunteer, organisation or individual is discriminated against on the grounds of gender, nationality, ethnic origin, race, age, disability, sexual orientation, belief, religion, marital status, civil partnership, pregnancy and maternity, gender reassignment (or in the process of changing).

About our policy

### **About Our Policy**

This policy is intended to demonstrate Steyning Festival's commitment to eliminating discrimination and encouraging and valuing diversity among volunteers, partners, suppliers, participants, audience members and trustees. We recognise our responsibilities under the Equality Act 2010, and are committed to meeting them in full. We believe that a culture that embraces equality and values diversity will help us to ensure that everyone feels involved and included in our plans, programmes and activities.

We aim to create an environment which respects and welcomes everyone, and in which no form of bullying, harassment, disrespectful or discriminatory behaviour is tolerated by anyone towards anyone. This particularly applies in relation to the 'protected characteristics' named in the Equality Act 2010: Age, disability, gender reassignment, income, marriage or civil partnership status, pregnancy and maternity, race, religion or belief, sex and sexual orientation.

Steyning Festival recognises that unjustified discrimination does exist in our society and that we have an obligation and a responsibility both to oppose such discrimination and actively to promote equality of opportunity amongst all groups of society.

**This Equal Opportunities Policy was last updated in January 2026.**