

Ufford Arts Festival equality and diversity policy

Ufford Arts Festival is committed to inclusivity and diversity and seeks to ensure that the festival actively embraces all members of our society. We will take all steps necessary to apply the policy.

Ufford Arts Festival is It is committed to providing equality of opportunity and respect in all aspects of its work. We will work to ensure that all aspects of Ufford Arts Festival take account of, and promote awareness of, the rights and needs of people from all groups and enable all people to access to them.

In addition, anyone connected to our organisation, helper, committee member or volunteer who considers that he/she is suffering from unequal treatment on any grounds may use this policy to bring it to the committee's attention for action.

The Committee will bring to the attention of all members and volunteers the provisions of the policy and will provide such training as is necessary to ensure the effective implementation of the Policy.

The Committee shall have responsibility for the operation of the policy. However, all trustees and volunteers and members have a duty to do everything they can to ensure that the policy operates in practice.

Specifically, we will adopt to following diversity and inclusivity guidelines into what we do:

- 1 Include consideration of access when planning all events.
- 2 Ensure accessible parking available
- 3 Describe accessibility of venues used, on our website
- 4 Ensure hearing loops are operational for spoken word events
- 6 Consider how the less mobile can best enjoy the festival
- 7 Strive to make poetry, literature and the festival more truly reflective of our society
- 8 Ensure that language respects diversity in gender, sexuality and ability. Signal our commitment for example by use of the rainbow flag
- 9 Ensure that the festival can be enjoyed by those for whom English is not a first language

Adopted by the committee 13th July 2022