



Diversity Policy

This policy and the associated arrangements will operate in accordance with statutory requirements. Full account will be taken of any guidance or Codes of Practice issued by the Equality and Human Rights Commission, any Government Departments, and any other statutory bodies.

Festival Fresco has a publicly declared focus on youth and young people. In particular, the purposes of our work include principally engaging performers and commissioning composers near the beginnings of their careers and stimulating interest in classical music among children and young people in our target communities. With these provisos only, we are committed to ensuring inclusivity and promoting diversity in all our activities.

Festival Fresco opposes all forms of unlawful and unfair discrimination or victimisation and aims to promote equality and fairness for everyone connected in any capacity with our organisation. We will not tolerate any form of discrimination on grounds of age, disability, gender (including self-defined gender), race, religion or belief, or sexual orientation. We welcome and wish to encourage staff, volunteers, musicians and audiences from every sector of the communities we serve, and pledge to work to remove any barriers which may be perceived.

Our aims include building an organisational culture that values and champions diversity and inclusion. We will seek to ensure that our teams – of staff, volunteers and musicians - are representative of all sections of society and that everyone feels respected and valued. We will actively seek to attract musicians and staff members from under-represented communities.

We strongly believe that everyone is entitled to a working environment that promotes dignity and respect. We will work to promote equality in the workplace. In all meetings, rehearsals and performances, we will seek to create an environment in which individual differences and the contributions of all our staff, volunteers and musicians are recognised and valued. No form of intimidation, bullying or harassment will be tolerated. Any opportunities we are able to offer – for example for training, performance or career development - will be available to all staff, volunteers and musicians.

We are also committed to the development of audiences in every sector of the communities we serve. We will use every effort to ensure that there are no barriers to enjoyment of our concerts and other activities. We will listen carefully to any feedback about perceived barriers and act upon it. We will work hard to actively promote our activities among community sectors who appear to be under-represented in our audiences.

Festival Fresco attaches importance to the needs of disabled people. We will aim to ensure that disabled people, whatever the nature of their disability, are welcome to participate in every aspect of our operation, whether as staff, volunteers, musicians or audience members, and will work to remove any barriers to such participation.

The success of this policy depends on the attitudes of staff, volunteers and musicians. Responsibility is shared by all. Everyone should therefore: themselves comply with the policy; not discriminate or induce others to do so; not victimise, harass or intimidate other staff or groups; ensure no individual is discriminated against or harassed; and inform the Lead Officer or her Deputy if they become aware of any discriminatory practice.

This policy will be clearly communicated to all staff, volunteers and musicians. Any departure from it, or any discrimination, harassment or bullying in any form, will be taken seriously and will result in a formal warning (verbal or written, depending on the severity of the case) about appropriate behaviour. We reserve the right to dismiss any staff members and stop using any volunteers or musicians who repeatedly or flagrantly break our rules or behaviour guidelines.

Any complaints or feedback of any sort about Festival Fresco's policies or actions in regard to diversity, and any reports of or information about incidents of prejudice, harassment or bullying, should be addressed in the first instance to our Lead Officer or her Deputy. They will be dealt with quickly, fairly, sensitively and with due regard to confidentiality. If the complainant is dissatisfied with the handling of the complaint, they may refer it to our lead Trustee. Records of any departures from best practice will be kept as a means of avoiding history repeating itself.

This policy will be monitored and reviewed annually. Monitoring will include the use of the Equality Monitoring Form attached to this Policy, which all staff, volunteers and performers will be asked to complete. An audience monitoring system will be introduced in due course. Information collected for monitoring purposes will be treated as confidential and will not be used for any other purpose.

This policy will be communicated to all staff members, volunteers and musicians, and is readily available to members of the public on our website.

Diversity Officer:	Natasha Sofla
Deputy:	Imy Luc
Lead Trustee:	TBA

EQUALITY MONITORING FORM

Festival Fresco collects equality information solely for monitoring purposes to ensure that our policies and procedures are effective. Our Equality Policy commits us to reflect all sections of society. The data you share will be used to monitor and evaluate whether these obligations are met.

Festival Fresco is committed to the principles of fairness, consistency and equality of opportunity. No-one connected with our organisation will be discriminated against regardless of their age, colour, disability, ethnicity, gender or gender identity, race, religion or belief and / or sexual orientation, or if they prefer not to complete this form.

The information you enter on this Equality and Diversity monitoring form will be used only for monitoring purposes. This information is kept fully confidential and accessibility is strictly limited in accordance with the Data Protection Act.

1. Are you:

- Management Team member
- Musician (including composers/singers)
- Volunteer
- Board member

2. Gender

If you are undergoing the process of gender reassignment, please tick the box that applies to your future gender.

- Male
- Female
- Non-binary
- Do not wish to disclose

Do you live and work in a gender other than that assigned at birth

- Yes
- No
- Do not wish to disclose

3. What age group do you belong to?

- 18-25
- 26-35
- 36-45
- 46-55
- 56 –65
- 65+
- Do not wish to disclose

4. How would you describe your sexuality?

- Heterosexual
- Gay man
- Gay woman / lesbian
- Bi-sexual

- Do not wish to disclose

5. Do you consider yourself to have a disability?

The Equality Act 2010 protects people who are disabled including those with long-term health conditions.

- Yes
- No
- Do not wish to disclose

If 'Yes' please state the type of impairment which applies to you. People may experience more than one type of impairment, in which case you may indicate more than one. If none of the categories apply, please mark 'other'.

- Physical Impairment
- Learning Disability / Difficulty
- Sensory Impairment
- Long-standing Illness
- Mental Health Condition
- Other

7. Please indicate which ethnic group you consider yourself to belong to

White

- White – British (to include Northern Ireland, Scotland & Wales)
- White – Irish
- White - European
- Other White

Black

- Black or Black British – Caribbean
- Black or Black British – African
- Other Black

Asian

- Asian or Asian British – Indian
- Asian or Asian British – Pakistani
- Asian or Asian British – Bangladeshi
- Chinese
- Other Asian

Mixed

- Mixed – White & Black Caribbean
- Mixed – White & Black African
- Mixed – White & Asian
- Other Mixed

Other/unknown

- Ethnic identity not known
- Do not wish to disclose

If you have selected 'Other' please state which group you consider yourself to belong to:

8. Please indicate which religion you consider yourself to belong to?

- Buddhist
- Christian
- Hindu
- Jewish
- Muslim
- Sikh
- No religion
- Do not wish to disclose
- Other religion please state:

9. Do you have caring responsibilities?

- No caring responsibilities
- Primary carer of a child / children (under 18)
- Primary carer of disabled child / children (under 18)
- Primary carer of disabled adult (18 and over)
- Primary carer of older person
- Prefer not to say