# HMF EQUALITY, DIVERSITY AND INCLUSION POLICY

Under theguidance of **British Federation of Festivals (BIFF), Holywood Music Festival** (**HMF**) is committed to encouraging equality, diversity and inclusion by aspiring to be truly representative of all sections of society and eliminating unlawful discrimination.

This document is a statement of our policy for achieving equality, fairness and respect at the **HMF** through accessibility and the creation of an atmosphere that embraces diversity and inclusion.

This policy shall inform our actions and attitudes to all **HMF** personnel, namely trustees (committee members), volunteers, employees (eg adjudicators, accompanists) and those participating in, or attending, our events

We recognise that individuals and groups can be disadvantaged on many grounds including age, disability, gender, gender reassignment, sexual orientation, marital or civil partnership status, pregnancy, maternity and paternity, race, colour, nationality, national origin, ethnic origin, political opinion, religion or belief – contrary to the Equality Act 2010. We also are aware that unconscious bias may also disadvantage certain members of society (NIFF, 2022) .

HMF personnel will fully comply with the legislation in these areas and will aim to ensure that no person engaged or participating in our events is disadvantaged.

We understand that the promotion of equality, diversity and inclusion includes:

* those attending and/or participating in our events
* training, recruitment and selection of volunteers, employees, committee members
* how we communicate, both internally and externally, including how we devise classes and portray participants in our events.

The HMF commits to:

1. Encourage equality, diversity and inclusion at the festival as they are good practice
2. Review and update this policy annually and to nominate a committee member to oversee its implementation
3. Deal with instances of unlawful discrimination by taking appropriate action. If you feel that you have in any way been disadvantaged, we urge you to report the matter to Jane Fox-Roberts. Our priority will be to investigate your concerns and seek to resolve the issue to your satisfaction.
4. Take appropriate action against unlawful behaviour by a federation member, participant, employee, trustee or volunteer. We expect all federation members, participants, employees, trustees and volunteers to conduct themselves in a manner we can all take pride in, and to actively promote non-discriminatory behaviour.
5. If you have a concern as defined by the Equality Act 2010, please inform us so that we can consider what reasonable adjustment can be made and to actively promote non-discriminatory behaviour.
6. Review practices and procedures when necessary to ensure fairness, and also update them and the policy to take account of changes in the law.
7. Monitoring will also include assessing how the equality, diversity and inclusion policy, and any supporting action plan, are working in practice, reviewing them annually, and considering and taking action to address any issues.

Consultation April 2022

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