



MACCLESFIELD BARNABY FESTIVAL

EQUAL OPPORTUNITIES AND MANAGING DIVERSITY POLICY

In this Policy and its Procedures, the term "Barnaby Team" refers to any person who MBF has appointed to help deliver events/exhibitions/activities, whether volunteer or paid, and all relevant contractors.

POLICY STATEMENTS:

- MBF values difference, and recognises the benefits that different backgrounds and outlooks bring
- A copy of the MBF policy statement will be made available to those applying for both paid vacancies and volunteering opportunities
- All Barnaby Team members will be asked and expected to support this Policy and its Procedures

EQUAL OPPORTUNITIES STATEMENT: Macclesfield Barnaby Festival (MBF) will not discriminate against Barnaby team members, volunteers, anyone performing or exhibiting at MBF or any member of the public on the grounds of gender, sexual orientation, disability or impairment, age, race, creed, colour, nationality, ethnic or national origin, trade union activity, HIV or marital status, religion or belief. MBF recognises that people may have criminal records and may be reluctant to apply for paid posts or volunteering roles where they would be required to disclose details of their record. Having a criminal record which has no bearing on the role being offered will not necessarily be a bar to working or volunteering with MBF and this will be made clear to all who are asked to undertake a DBS disclosure to work or volunteer at MBF.

PROCEDURES:

- MBF will always strive to look beyond its existing group, so it is not seen as a clique or excluding others
- MBF will publicise its opportunities across cultural boundaries wherever possible
- MBF will make its Equal Opportunities Statement available on its website

AGREED BY THE MBF BOARD OF TRUSTEES.....21 April 2015 (date) REVIEW.....April 2018 (date)