



## Equal Opportunities Policy

The aim of this policy is to communicate the commitment of the Creative Royston Management Committee (CRMC) and members to the promotion of equality of opportunity in Royston Arts Festival and other Creative Royston Activity.

It is our policy to provide equality of membership to all, irrespective of:

- gender, including gender reassignment
- marital or civil partnership status
- having or not having dependents
- pregnancy and maternity
- religion or belief or political opinion
- race (including colour, nationality, ethnic or national origins)
- disability
- sexual orientation
- age
- class
- caring responsibilities
- other status or personal characteristic

We are opposed to all forms of unlawful and unfair discrimination. All volunteers of the organisation will be treated fairly and will not be discriminated against on any of the above grounds. Decisions on selection for office, training or any other benefit will be made objectively, without unlawful discrimination, and based on aptitude and ability.

We recognise that the provision of equal opportunities in all our activities will benefit the organisation. Our equal opportunities policy will help volunteers to develop their full potential so their talents and resources can be utilised fully to maximise the effectiveness of the organisation.

Creative Royston recognises its equality duties under the Equality Act 2010 and the need in carrying out its functions to have due regard to promoting equality of opportunity. This policy applies to volunteers, committee members, and members of the public alike.

Creative Royston is committed to the principles and practice of Equality. We value the diversity of the local population. We want our services, facilities and resources to be accessible and useful to every citizen regardless of gender, age, ethnic origin, religious belief, disability, marital status, sexual orientation, or any other individual characteristic which may unfairly affect a person's opportunities in life.