



## KEYNSHAM MUSIC FESTIVAL ASSOCIATION LTD EQUAL OPPORTUNITIES POLICY

1.1 Keynsham Music Festival Association Ltd is an equal opportunities organisation. We are committed to ensuring within the framework of the law that our festival is free from unlawful or unfair discrimination because of Protected Characteristics as defined by the Equality Act 2010. The company has adopted this policy as a means of helping to achieve these aims.

1.2 The Protected Characteristics are –

- Age
- Disability
- Gender
- Race, Ethnicity and Nationality
- Religion, Belief and Culture
- Gender identity
- Sexual Orientation
- Marriage and Civil Partnership
- Pregnancy, Maternity and Paternity

1.3 The company aims to ensure that decisions are taken without reference to irrelevant or discriminatory criteria.

### What is discrimination?

2.1 **Direct discrimination** – when someone is treated less favourably than another person because of a Protected Characteristic.

2.2 **Associative discrimination or discrimination by association** – direct discrimination against someone because they associate with another person who possesses a Protected Characteristic.

2.3 **Discrimination by perception** – direct discrimination against someone because it is thought that they possess a particular Protected Characteristic even if they do not actually possess it.

2.4 **Indirect discrimination** - occurs where an individual's inclusion in the festival is subject to an unjustified provision criterion or practice which e.g. one sex or race or nationality or age group finds more difficult to meet, although on the face of it the provision, criterion or practice is 'neutral'.

2.5 **Harassment** – unwanted conduct related to a relevant Protected Characteristic which has the purpose or effect of violating an individual's dignity or creating an intimidating, hostile, degrading, humiliating or offensive environment for that individual. It is possible to complain of such offensive behaviour even if it is not directed towards them personally.

2.6 **Harassment by a third party** – harassment of festival organisers by third parties such as customers or clients.

- 2.7 **Victimisation** – when a person is treated less favourably because they have made or supported a complaint or raised a grievance under the Equality Act 2010 or are suspected of doing so.

### **3. Commitment**

Keynsham Music Festival Association is committed to ensuring everyone involved in organising, working for or enjoying the festival is protected from unlawful discrimination.

This will be achieved in the following way:

- 3.1 Recruitment of volunteers and contracted employees will be take place on the basis of fair and objective criteria.
- 3.2 Person and job specifications shall be limited to those requirements which are necessary for the effective performance of the job.
- 3.3 Musicians and performers will be chosen solely on their abilities to entertain.
- 3.4 Invitations to stallholders and contractors will not be constrained by any protected characteristics.
- 3.4 Interviews with staff contracted to Keynsham Music Festival Association will be conducted on an objective basis and personal or home commitments will not form the basis of employment decisions except where necessary and relevant.
- 3.5 All contracted employees and KMFA company directors have a right to equality of opportunity and a duty to implement this policy. Discrimination is a serious disciplinary matter which will normally be treated as gross misconduct.
- 3.6 Anyone who believes that he or she may have been disadvantaged on discriminatory grounds should raise the matter through the chairman of KMFA Ltd.

### **4. Review**

This policy will next be reviewed by 1<sup>st</sup> January 2023.