



The GREENLAND DOCK FESTIVAL CIC is a diverse and creative group of people committed to developing a relational and inclusive culture. We believe that everybody is treated equally, without favouritism or discrimination.

We affirm our commitment to show the same openness to all people. We intend to promote equality of opportunity and diversity in all spheres of our activity and are committed to behaving as an equal opportunity organisation, within relevant and applicable boundaries.

- a. We aim to nurture inclusive communities where all are treated with dignity, respect and fairness.
- b. We value the distinctive contribution of diverse cultures in our society and our worshipping community.
- c. We are committed to social justice and oppose discrimination within our church and in wider society.

## Discrimination

- a. We recognise that discrimination can occur on many grounds including, but not limited to those recognised in law (age, disability, gender reassignment, marriage/civil partnership, pregnancy and maternity, faith, religion or belief, sexual orientation).
- b. We recognise that discrimination can be either:
  - Direct - where a person is treated less favourably for a reason unconnected with their ability
  - Indirect - when a condition, rule, policy or practice applies to everyone, but disadvantages a particular group of people
  - Perceptive - where discrimination occurs against someone because the discriminator thinks the person is of a particular racial group or sexual orientation etc., even if they are not.
  - Associative - this type of discrimination can occur against someone because they have an association with someone who is of a particular sexual orientation or racial group etc.

We recognise that promoting equality of opportunity is not simply a matter of treating everyone the same and some cases may require redressing inequality for an under-represented group.

## Equal opportunities in GREENLAND DOCK FESTIVAL life

- a. We promote respect for other people and will treat everyone fairly.
- b. We encourage the use of inclusive language and images in our conversations, literature and publicity.
- c. We aim to challenge any discriminatory attitudes and actions of members of our organisation and take steps to bring them to an end.
- d. We will seek to address the inequalities of opportunity faced by people in under-represented groups. We will identify and remove barriers to participation in all aspects of GREENLAND DOCK FESTIVAL life, including employment (both paid and voluntary roles), training, promotion, leadership and representation on any committees.
- e. We will challenge all forms of harassment, bullying or victimisation within the organisation and take steps to bring it to an end. Harassment consists of words or actions which are unwelcome, unwanted and offensive to the person receiving them and which create an atmosphere of intimidation, hostility or humiliation for that person. Such behaviour can include embarrassing or offensive jokes, unwelcome physical contact or sexual advances, the expression of racist or homophobic views, lewd comments etc.



- f. We will ensure that this policy is known by the organisation and that any staff and volunteers understand their responsibilities for implementing it. To this end, we will regularly offer education and training in the principles and practice of this policy.

## Equal opportunities in provision of services

Within the bounds of the law, we are committed to providing services on a fair and equitable basis, regardless of age, gender, gender reassignment, skin colour, race, ethnic origin, nationality, religion or belief, disability, sexual orientation, child or domestic care arrangements, pregnancy and maternity arrangements, marital or civil partnership status. No person requiring services from this organisation will be treated less favourably than any other person.

We will take reasonable steps to alter or remove features of our premises which make it impossible or unreasonably difficult for people with a disability to make use of the facilities that the GREENLAND DOCK FESTIVAL may provide.

## Equal opportunities in recruitment of paid staff and volunteers

In employment, we will actively seek to recruit the right mix of talent, skills and potential, promoting equality for all, and welcome applications from a wide range of candidates. We will select candidates for interview based on skills, qualifications, experience and commitment to our values and purposes.

As an organisation seeking to deliver services within a marine context, some posts can only be filled by appropriate skill levels.

This policy is in accordance with Employment and Race Directives issued by the government and ACAS guidance.

As an organisation using the Disclosure and Barring Service (DBS) to assess applicants' suitability for positions of trust, we undertake to comply fully with the DBS Code of Practice and to treat all applicants for positions fairly. We undertake not to discriminate unfairly against any subject of disclosure on the basis of conviction or other information revealed.

## Monitoring of equal opportunities within the community

We are committed to practising the beliefs and culture expressed in this policy and, in order to facilitate this, the directors and main team will regularly monitor:

- Communication – ensuring that our website, publicity, visual displays in any public space are up-to-date and clear.
- Awareness – ensuring that members of the GREENLAND DOCK FESTIVAL CIC are aware of/have access to the policy.
- Teaching and mentoring – include regular teaching and mentoring for members of the GREENLAND DOCK FESTIVAL CIC and for those who are members and facilitate any events related to the organisation.
- Induction – monitoring the induction process and ongoing training of any future staff/volunteers. On completion of induction staff/volunteers should sign the form confirming that they have read and understand the policy.
- Recruitment - ensuring balanced advertising, easy application process, interviewing, feedback to applicants.



In addition to regular reporting processes, further monitoring may be done by:

- Consultation with minority groups who are part of the GREENLAND DOCK FESTIVAL CIC and its activities.
- Specific surveys of those participating in activities.
- Immediate reviews of our response to issues – complaints, problems, failures etc. and the response.

The directors of GREENLAND DOCK FESTIVAL CIC will monitor the implementation of this policy and review it annually. It will be displayed in any public space that we use and on the GREENLAND DOCK FESTIVAL website, together with a notice advising people of the contact names and addresses of the people to whom they should make any complaints - or to whom they should give compliments.

This policy was approved by the directors in November 2022 and will be reviewed annually.

Miriam Brizuela  
Director  
November 2022

**Equality and Diversity Trustee:**  
Miriam Brizuela