



Diversity, Equality and Inclusion policy

ORGANISATION

The Ripon City Festival Trust currently runs one week-long theatre and performing arts festival each year in early July, with outreach activities leading up to the Festival and occasional fundraising or launch events outside of this window. It is possible that the trust's activities will grow into other areas and activities in future. The Trust does not employ any staff though it does use some people on a self-employed/ contractor basis.

We will keep this policy under regular review to ensure it remains appropriate to our activities and organisation.

The aim of this policy

RCFT positively works to prevent discrimination on the basis of any of the protected characteristics listed in the Equality Act 2010. These are:

- age
- disability
- gender reassignment
- marriage and civil partnership
- pregnancy and maternity
- race (including colour, nationality, and ethnic or national origin)
- religion or belief
- sex
- sexual orientation

Unlawful discrimination can mainly be expressed through discrimination in:

- pay and benefits
- terms and conditions of employment
- dealing with grievances and discipline
- dismissal
- redundancy
- leave for parents
- requests for flexible working
- selection for employment, promotion, training or other developmental opportunities.

As RCFT does not currently employ staff, most of these aspects are not currently relevant to its activities but we shall bear them in mind when reviewing our practices and this policy.

RCFT takes seriously its role in contributing to a vibrant, inclusive and accessible cultural landscape in Ripon. It is committed to encouraging equality, diversity and inclusion among those who deliver its events, or those members of the public who might attend them. We aim for our trustees, management committee and volunteers to be truly representative of our local society, and for all involved to feel respected and able to give their best.

We also aim to support equality, diversity and inclusion in our local community through the background of the artists we use during the festival, the nature of their shows and our broader social outreach programme. The latter includes working closely with partners such as Ripon City of Sanctuary, Dementia Forward and the Ripon Community Link.

Our commitments

RCFT commits to:

- Create an environment amongst those delivering its events which is free of bullying, harassment, victimisation and unlawful discrimination, promotes dignity and respect for all, and where individual differences and the contributions of all staff are recognised and valued.
- Ensure that all Trustees, committee members and volunteers feel safe to come up with different ideas, raise issues and make suggestions to decision takers, and to try doing things differently, with the appropriate permissions.
- Take seriously any complaints of bullying, harassment, victimisation or unlawful discrimination from colleagues or members of the public and address them under a formal grievance procedure.
- Review employment practices and procedures when necessary to ensure fairness, and also update them and the policy to take account of changes in the law.
- Ensure our Trustees and committees represent links to key local organisations such as Dementia Forward, Ripon Disability Forum, Ripon Together and others.
- Monitor the make-up of our committees and volunteers against the factors listed in the relevant legislation (as set out above).
- Take steps to ensure that our Trustees, members of our committees and our volunteers at least reflect the nature of our local community in all of those aspects, creating and delivering an action plan as necessary.
- Continue to work with organisations to deliver shows and an outreach programme which engages with key groups who might experience discrimination or a lack of access to our activities more generally.
- Continue to book artists and performing companies which reflect a wider range of diversity than is present in our local community and shows which bring stories and experiences from across the world to our local audience.

Disciplinary and grievance procedures

RCFT is developing a separate grievance procedure to sit alongside this policy. In the meantime, any such issues will be referred to the chair of the Trust.

Policy Name	Diversity, Equality & Inclusion Policy
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Next Review	January 2027
Trustee responsible	Simon Hewitt
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