



FilmBath's Equality, Inclusion and Diversity Policy

FilmBath recognises that equality of opportunity does not mean treating individuals as the same. FilmBath believes that equality of opportunity means understanding, respecting and working sensitively with diversity.

FilmBath is committed to equal opportunities and diversity. This commitment extends to our volunteers and we welcome everyone from our community as a volunteer.

We will not discriminate against our staff or volunteers 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 or similar bases.

Furthermore, we value difference, and recognise the value that the different backgrounds, skills, outlooks and experiences of our staff and volunteers bring to the organisation.

FilmBath strives to never knowingly discriminate against anyone engaged in or wishing to access its projects, events and activities.

FilmBath strives to involve people in its projects, events and activities regardless of their race, gender, sexual orientation, marital status, visible or invisible disability or social or cultural background.

ACTIONS

In support of the statement, FilmBath undertakes the following:

- o To work with and employ people on their basis of their skills and merit, regardless of their race, gender, sexual orientation, marital status, visible or invisible disability or social or cultural background.
- o To use accessible venues which demonstrate a positive attitude to disabled people.
- o To strive for accessibility by producing clear, legible and relevant printed

publicity and online material.

- o To maintain best practice in respect of equality of opportunity by working in partnership with other agencies and service providers.
- o To regard any act of unlawful discrimination and discriminatory conduct of a sexual or racial nature by the staff of the festival, or by freelancer facilitators or volunteers working on behalf of FilmBath as serious misconduct and subject to disciplinary procedure.

Date: 12 July 2023

Signed: Jasmine Barker

On behalf of FilmBath