

## **EQUAL OPPORTUNITIES POLICY**

**Date Adopted:** 26 January 2026

**Review Date:** 26 January 2027

### **1. Statement of Intent**

The Gower Walking Festival is committed to promoting equality of opportunity and providing an inclusive environment for all its volunteers and customers. We aim to ensure that no individual is treated less favourably on the grounds of their "protected characteristics" or any other unjustifiable reason.

### **2. Scope**

This policy applies to all aspects of the Walking Festival, including:

- Recruitment and selection of volunteers.
- Access to services and support.
- Publicity and community engagement.

### **3. Legal Framework**

We adhere to the **Equality Act 2010**, which protects individuals from discrimination based on the following characteristics:

1. Age
2. Disability
3. Marriage and civil partnership
4. Pregnancy and maternity
5. Race (including colour, nationality, and ethnic or national origin)
6. Religion or belief
7. Gender, sexual orientation, gender reassignment

### **4. Our Commitments**

- **Zero Tolerance:** We will not tolerate any form of direct or indirect discrimination, harassment, or victimisation.
- **Accessibility:** We will make "reasonable adjustments" to ensure our services and volunteer roles are accessible to people with disabilities.
- **Fair Recruitment:** Selection for volunteer roles will be based on merit, skills, and the ability to perform the role.
- **Inclusion:** We will strive to ensure our volunteer base reflects the diversity of the community we serve.

### **5. Responsibilities**

- **The Gower Walking Festival organising committee** holds ultimate responsibility for ensuring this policy is implemented and reviewed.
- **Volunteers** have a duty to treat others with dignity and respect. Any member of the organisation found to have breached this policy may be asked to leave.

### **6. Complaints Procedure**

If any individual feels they have been subject to discrimination or unfair treatment:

1. They should report the incident to a member of the Walking Festival organising committee
2. All complaints will be investigated, confidentially, and in a timely manner.

### **7. Monitoring and Review**

We will review this policy annually to ensure it remains effective and aligned with current UK legislation. We may also collect anonymous diversity data from volunteers and service users to identify and remove barriers to participation.