



Equality and Diversity Policy

Purpose

1. Happy Valley Pride is committed to equality and diversity. We aim to create a welcoming environment for everyone involved in the festival, recognising the full diversity of the local community and society in general. Everyone should be valued for their contribution and individuality.

Happy Valley Pride is particularly interested in promoting mutual respect for all members of the LGBT+ community and their allies. We aim to create an atmosphere of mutual respect and love, where LGBT+ people, their families and allies can express themselves, socialise, and communicate through art and performance.

LGBT+ is a widely employed acronym for Lesbian, Gay, Bisexual, Transgender and other terms individuals may use to describe their sexuality and/or gender identity.

Please note that we welcome all self-identified labels but use LGBT+ for consistency in all our documentation.

2. We are committed to supporting everyone involved in Happy Valley Pride, irrespective of:
 - Age
 - Disability
 - Ethnicity, including race, colour, language and nationality
 - Gender, including gender reassignment, gender identity, marital status, civil partnership status, pregnancy or maternity
 - Religion and belief
 - Sexual orientation

Scope

3. This policy is applicable to all Happy Valley Pride activity, including:
 - Board meetings
 - Operational meetings, including any planning meetings
 - Volunteer training and inductions
 - Social events
 - The festival and all events included in the festival
 - Social media
 - Any other activities involved in the planning and running of Happy Valley Pride activities
4. This policy is applicable to all the people involved in Happy Valley Pride, including:
 - Trustees
 - Board members
 - Volunteers
 - Event attendees

Aim

5. Happy Valley Pride aims to promote equality and diversity via the following objectives:
 - a. Promoting equality and diversity at events and activities;
 - b. Promoting equality and diversity in internal and external communications, including social media;
 - c. Monitoring and reporting diversity, while maintaining anonymity in accordance with current legislation;
 - d. Ensuring everyone involved in Happy Valley Pride has access to this policy by publication on the website.

Implementation

6. **As an organisation we exist to promote the LGBT+ community and our allies.**
7. **All our activities aim to be inclusive. Where barriers exist, such as lack of disabled access, we will work with the group affected and identify solutions where practicably and reasonably possible.**
8. **Homophobia, Biphobia, Transphobia, Misogyny, and any other forms of discrimination will not be tolerated at any event, meeting or activity organised by Happy Valley Pride.**
9. **Hate speech, including both spoken and written forms such as social media, slogans on clothing, placards or similar will not be tolerated.**
10. **Anti-social behaviour, violence, or any other inappropriate behaviour, including bullying and harassment will not be tolerated.**
11. **Any person(s) who choose to use inappropriate language or behaviour as highlighted above will be removed from the event/activity and will be excluded from any future Happy Valley Pride events or activities. Such persons may also be reported to the police were necessary.**

Roles and responsibilities

12. The Board has ultimate responsibility for this policy and will act to ensure that it is implemented.
13. All people involved in Happy Valley Pride events have a responsibility to:
 - a. Challenge any inappropriate behaviour or discrimination;
 - b. Report any unacceptable behaviour to a member of the board;

Complaints

14. Anyone may make a complaint. Anyone making a complaint should have the right to do so without fear of victimisation or discrimination.
15. Any complaints should be reported to a board member.
16. A complaint will be considered by the board and investigated.
17. Any actions identified will be recommended by the board, and the board will arrange for any actions to be implemented promptly.

Document control

Date of original document version 1.0: 18th July 2018
Next review date: 18th July 2020
Document author: Dr Sean Pert
Approved by the board on: 03/08/2018
Approved by: The Happy Valley Pride Board.