

## **CHILDREN'S BOOKFEST EQUALITY & DIVERSITY POLICY**

Children's BookFest (CBF), is a charity whose objects are the advancement of education of children and young people, particularly but not exclusively, through the provision of subsidised literary festivals and books. The charity holds strongly to the conviction that everyone is equal and that it is fundamentally wrong to discriminate against any individual or group.

The trustees are committed to equality and diversity in all CBF's dealings and will treat everyone equally and with the same attention, care, courtesy and respect regardless of:

- age
- disability
- gender
- race
- religion or belief
- sexual orientation
- marriage or civil partnership status
- pregnancy and maternity
- caring responsibility.

Further the trustees are committed to ensuring that in all its dealings CBF will act to prevent direct discrimination, indirect discrimination, harassment, or victimisation on the basis of:

- age
- disability
- gender
- race
- religion or belief
- sexual orientation
- marriage or civil partnership status
- pregnancy and maternity
- caring responsibility.

CBF is committed to promoting equality of opportunity for all and to the creation of an environment in which all are able to make the best use of their skills, free of discrimination or harassment and in which all decisions on employment and volunteering are based solely on objective and job-related criteria.

CBF recognises that Britain is a multi-racial/multi-ability society and believes that such diversity positively enriches our society.

CBF believes that no person or group should suffer disadvantage by reason of race, colour, religion or creed, ethnic or national origins, nationality (including citizenship) disability or medical condition, gender, marital status, sexual orientation, age, dependants, political affiliation, geographical location or income level.

Monitoring the effectiveness of this policy is discussed and agreed annually by the trustees.

**CBF reserves the right to make alterations to this policy from time to time.**

**Approved and adopted by the trustees of Children's Bookfest  
February 2022**

**This policy was reviewed and updated by the trustees of Children's Bookfest  
May 2023**