



Equal Opportunities and other relevant Policies

StAnza is committed to ensuring that all staff, volunteers and customers are treated equally irrespective of their sex, marital status, age, race, ethnic origin, sexual orientation, disability, religion or social background. When doing so StAnza takes cognisance of statutory requirements such as the Disability Discrimination, Race Relations, Sex Discrimination, Equal Pay Acts and other relevant legislation.

StAnza has an excellent record in being attentive to and representative of different forms of diversity. Our policy is to present a high number of free events, to ensure ticket prices are kept as low as economically possible and to be inclusive of all interests related to poetry, while maintaining a consistent standard of excellence. Our programme offers events for all ages and our statistics show that they are enjoyed by a wide age range.

We can deliver disabled access to all events in our hub venue (the Byre), and in many of our satellite venues, including the Town Hall. The main auditorium at The Byre Theatre is equipped with a two channel infra-red system. This allows visually impaired audience members to enjoy audio described performances, and aurally impaired audience members to benefit from amplified sound directly from the stage.

StAnza regularly monitors and scrutinises its procedures and decision-making processes to ensure that it avoids any intentional or unintentional discrimination.

Volunteers are an integral part of StAnza's work. Without volunteer participation, the organisation would be unable to prosper. We expect all volunteers to enjoy their involvement and gain from it in terms of their own personal objectives and development.

StAnza is also committed to providing a harmonious festival environment where everyone present at the festival, in whatever capacity, is treated with courtesy, respect and dignity. Harassment, bullying, intimidation or inappropriate behaviour in any form is unacceptable.

StAnza is committed to observing the requirements of The Bribery Act 2010. StAnza maintains and complies with this anti-bribery policy, and is committed to ensuring that StAnza staff, trustees and members at all times act on StAnza's

behalf in good faith and impartially and that all contracts negotiated for StAnza are negotiated on this basis.