

Looe Festival of Words 2025
Equality, Diversity and Inclusion Policy

Date adopted by the Festival Steering Committee: July 2024

Date of next review: July 2025

Responsible Person: Mark Camp

At Looe Festival of Words, we are committed to promoting and fostering an environment which is inclusive, diverse, and equitable for all participants, volunteers and event leaders. We believe that diversity and inclusion are essential elements in creating a vibrant literary culture that reflects the rich tapestry of voices and perspectives in our own, and the wider, community.

Members of the Steering Group will ensure that no-one who comes into contact with the Festival in any capacity receives less favourable treatment on the grounds of sex and sexual orientation, gender identity, race, nationality, disability, ethnic or national origins, age, socio-economic background, marital or civil status, pregnancy and maternity, political or religious belief.

We are dedicated to ensuring that all individuals, regardless of their background, feel welcome, valued, and respected within our Festival's space. In pursuit of our commitment to equality, we will strive to provide equal opportunities for participation, involvement, and access to our events, programmes, and resources.

To achieve these goals, the Festival Steering Group will:

- aim to deliver a programme that not only reflects our Community, but also, wherever we can, we will aim to include voices that are under-represented here
- aim to select venues that are physically accessible to participants, authors and workshop leaders, recognising the range of disabilities, some of which may be hidden, and making reasonable accommodations where necessary
- recognise that equality of access includes all stages of a person's interaction with the Festival, pre- and post-event as well as during the time of the event itself
- communicate access statements for all of our events in a clear manner, and ensure that our marketing communications cover multiple channels, including on-line, print and radio, using different marketing strategies to reach out to all sections of our community wherever it is possible for us to do so
- encourage feedback and suggestions to improve accessibility for all participants

Ongoing evaluation and improvement:

We will test our aspirations for equality, diversity and inclusion against the reality of our programming and communications in order to identify areas for improvement and implement necessary changes. We will report on our performance as part of our post-Festival internal and external evaluations, and this will inform the planning for next year's events.

We recognise that creating an inclusive and equitable literary festival is an ongoing process, and we are committed to listening, learning, and evolving.