

Equality, Inclusion and Diversity Policy

Charity Name: Derry Feis
Charity Number: NIC 107559
Policy Owner: Secretary and Administrator
Date Approved: November / December 2025
Review Date: November / December 2026

1. Purpose

Derry Feis is committed to promoting equality, inclusion, and diversity in all aspects of its work. We believe that everyone should be treated with dignity and respect, and we strive to create an environment where all individuals feel welcome, valued, and supported.

2. Scope

This policy applies to:

- Trustees, volunteers, staff, and contractors
 - Participants, performers, adjudicators, and attendees of the Feis
 - Any individual or group engaging with the charity's activities
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3. Our Commitment

We will:

- **Promote equality** of opportunity regardless of age, disability, gender identity, race, religion or belief, sex, sexual orientation, marital status, pregnancy or maternity, or socio-economic background.
- **Foster inclusion** by ensuring our events and activities are accessible and welcoming to all.
- **Celebrate diversity** by recognising and valuing the different backgrounds, experiences, and perspectives of our community.

4. Responsibilities

- **Trustees** are responsible for ensuring this policy is implemented and reviewed.
 - **Secretary and Administrator** will monitor compliance and report any concerns.
 - **Volunteers and staff** are expected to uphold the principles of this policy in their conduct and interactions.
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5. Implementation

We will:

- Ensure all venues used for the Feis are accessible to people with disabilities.
 - Provide clear and inclusive communication in all promotional materials.
 - Encourage diverse participation across all age groups and backgrounds.
 - Offer training and guidance to volunteers and staff on EID principles, see options below.
 - Respond promptly and fairly to any complaints or concerns related to discrimination or exclusion.
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6. Data Collection for Grant Funding

To support our commitment to equality, inclusion, and diversity—and to meet the requirements of grant funders—Derry Feis may collect anonymised demographic data from participants, volunteers, and attendees. This data collected via the registration process will help us:

- Monitor representation and engagement across different communities
- Identify and address barriers to participation
- Demonstrate our impact and commitment to EID in funding applications

All data will be collected, stored, and processed in accordance with the UK General Data Protection Regulation (UK GDPR) and the Data Protection Act 2018.

Participation in data collection is voluntary, and individuals will be informed of the purpose and use of the data at the point of collection.

7. Monitoring and Review

This policy will be reviewed annually or sooner if required. Feedback from stakeholders will be considered to ensure continuous improvement.

8. Complaints and Concerns

Any individual who feels they have been discriminated against or excluded can raise their concern with the Secretary in writing. All complaints will be handled confidentially and in line with our grievance procedures.

9. Legal Framework

This policy aligns with the principles of:

- The Equality Act 2010
- The Human Rights Act 1998
- The Charities Act (Northern Ireland) 2008