

# Haddstock EDI Equality, Diversity + Inclusion policy

## Purpose

The purpose of this policy is for Haddstock to set clear intentions for equality of opportunity and following practices which are free from unfair and unlawful discrimination. We value people as individuals with diverse opinions, cultures, lifestyles and circumstances. This policy applies to all areas of engagement including recruitment, selection, training, deployment, and feedback. These areas are monitored, and policies and practices are amended if necessary to ensure that no unfair or unlawful discrimination, intentional, unintentional, direct or indirect, overt or latent exists.

## Aim

The aim of this policy is to ensure that no applicant or member of the Haddstock team receives less favourable treatment on the grounds of age, disability, gender reassignment, marriage and civil partnership, pregnancy or maternity, race, religion or belief, sex or sexual orientation, or is disadvantaged by conditions or requirements which cannot be shown to be relevant to performance. It also seeks to ensure that no person is victimised or subjected to any form of bullying or harassment.

## Scope

The Haddstock team in the course of their work with Haddstock.

## Our commitment as an organisation

Haddstock is committed to:

- creating an environment in which individual differences and the contributions of our team are recognised and valued
- entitling everyone on the team to an environment that promotes dignity and respect to all. No form of intimidation, bullying or harassment will be tolerated
- providing training and development opportunities to all of the team
- understanding equality in our organisation is good practice and makes sense
- regularly reviewing all our practices and procedures to ensure fairness

All members of the Haddstock team whether part time, full time or temporary, will be treated fairly and with respect. Selection for any role or other benefit will be on the basis of aptitude and ability. All members of the team will be helped and encouraged to develop their full potential and the talents and resources of the team will be fully utilised to maximise the efficiency of Haddstock.

Equality of opportunity, valuing diversity and compliance with the law is to the benefit of all individuals in our organisation as it seeks to develop the skills and abilities of its people. While specific responsibility for eliminating discrimination and providing equality of opportunity lies with the board and senior volunteers, individuals at all levels have a responsibility to treat others with dignity and respect. The personal commitment of every member of the team to this policy and application of its principles are essential to eliminate discrimination and provide equality throughout Haddstock.

## Our commitment as a festival

Haddstock is committed to:

- providing services to which all customers/users/clients are entitled regardless of age, disability, gender reassignment, marriage and civil partnership, pregnancy or maternity, race, religion or belief, sex or sexual orientation, offending past, caring responsibilities or social class
- making sure our services are delivered equally and meet the diverse needs of our service users and clients by assessing and meeting the diverse needs of our clients
- senior management fully supporting this policy
- selecting those for roles or any other benefit purely on the basis of aptitude and ability
- monitoring and reviewing this policy regularly
- having clear procedures that enable our customers/users/clients, candidates for roles and members of the team to raise a grievance or make a complaint if they feel they have been unfairly treated
- treating breaches of our equality and diversity policy as misconduct which could lead to disciplinary proceedings
- encouraging all members of the team to come forward with any issues they need assistance and understanding with, no matter their background, identity or circumstances, such as if they are victims of domestic abuse or have caring commitments.

## Equal opportunity policy statements

### Age

We will:

- ensure that people of all ages are treated with respect and dignity
- ensure that people of working age are given equal access to our opportunities, and
- challenge discriminatory assumptions about younger and older people.

### Disability

We will:

- provide any reasonable adjustments to ensure disabled people have access to our opportunities
- Highlight wheelchair accessible venues and toilets on the Haddstock programme

### Race

We will:

- challenge racism wherever it occurs
- respond swiftly and sensitively to racist incidents and
- actively promote race equality in the organisation.

## Sex

We will:

- challenge discriminatory assumptions about people
- take positive action to redress the negative effects of discrimination against people
- offer equal access for people to representation, services, opportunities, training and pay and encourage other organisations to do the same.

## Gender reassignment

We will:

- provide support to prevent discrimination against transgender people who have or who are about to undergo gender reassignment
- prohibit and respond to all instances of discrimination, both from colleagues and externally.

## Sexual orientation

We will:

- ensure that we take account of the needs of lesbians, gay men and bisexuals, and promote positive images of lesbians, gay men and bisexuals.

## Religion or belief

We will:

- ensure that team members' religion or beliefs and related observances are respected and accommodated wherever possible, and respect people's beliefs where the expression of those beliefs does not impinge on the legitimate rights of others.

## Pregnancy or maternity

We will:

- ensure that people are treated with respect and dignity and that a positive image is promoted regardless of pregnancy or maternity
- challenge discriminatory assumptions about the pregnancy or maternity of anyone on our team, and ensure that no individual is disadvantaged and that we take account of the needs of any team member's pregnancy or maternity.

## Marriage or civil partnership

We will:

- ensure that people are treated with respect and dignity and that a positive image is promoted regardless of marriage or civil partnership
- challenge discriminatory assumptions about the marriage or civil partnership of our team, and ensure that no individual is disadvantaged and that we take account the needs of any team member's marriage or civil partnership.

## Ex-offenders

We will:

- prevent discrimination against our team members regardless of their offending background (except where required and/or permitted by law eg there is a known risk to children or vulnerable adults).

## Equal pay

We will:

- ensure that all paid team members, male or female, have the right to the same contractual pay and benefits for carrying out the same work, work rated as equivalent work or work of equal value.

## Unconscious bias

Haddstock recognises the dangers of unconscious bias arising in the course of our activities, which is where an opinion is formed on an individual by a manager or colleague without them necessarily being aware they have formed it. There are many different forms of unconscious bias, ranging from an affinity towards those of a similar background to placing too much significance on what has been identified as a negative trait.

Haddstock will work against forms of unconscious bias in all decisions taken for opportunities or benefit, including recruitment and training opportunities, with a focus on promoting diversity and inclusion. In particular, Haddstock will implement the following:

- Omitting all personal questions from recruitment interviews
- Maintaining a diverse panel to make decisions
- Referring to specific role criteria when making recruitment decisions
- Discounting any favourable personal relationships with existing members of the team.
- Making decisions collectively between Directors

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