EQUAL OPPORTUNITIES POLICY

It is the policy of us, Nozstock The Hidden Valley/Nozstock Ltd, to treat all employees, applicants, volunteers and participants fairly and equally regardless of their marital/civil partnership status, gender (including those whose gender differs from how it was classified at birth), impairment, age, ethnicity/cultural background, sexual orientation, religion/belief (or lack of), trade union membership and/or status as a fixed-term or part-time worker.

Nozstock will ensure that no requirement or condition will be imposed without justification which could disadvantage individuals purely on any of the above grounds.

We will make reasonable adjustments wherever possible to make roles accessible to those who need it – e.g. extended breaks, use of accessible camping, use of a personal assistant or seats being made available. Where food or travel expenses are offered as part of a role, and a personal assistant is required by the applicant, travel and food will also be offered to PAs.

This policy applies to recruitment and selection, terms and conditions of employment or participation including pay, where relevant, promotion, training, transfer and every other aspect of employment and participation.

We will regularly review our procedures and selection criteria to ensure that individuals are selected, promoted and otherwise treated according to their relevant individual abilities and merits.

We are committed to the implementation of this policy and to a programme of action to ensure that the policy is, and continues to be, fully effective.

The overall responsibility for the policy lies with the directors of Nozstock. However, all staff are required to comply with the policy and to act in accordance with its objectives so as to remove any barriers to equal opportunity.

Any act of discrimination by employees or any failure to comply with the terms of the policy will result in disciplinary action.

Please contact work@nozstock.com to discuss access requirements relating to roles at Nozstock.

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