



NOZSTOCK EQUALITY, DIVERSITY & INCLUSION POLICY 2023/24

Nozstock The Hidden Valley (Nozstock Ltd) is committed to encouraging equality, diversity and inclusion among our audience and our workforce, and eliminating discrimination.

The aim is for our workforce to be truly representative of all sections of society and our customers, and for each employee to feel respected and able to give their best.

It is our policy to treat all audiences, employees, applicants, volunteers, artists, crew and participants fairly and equally regardless of their marital/civil partnership status, gender, gender identity, disability, age, ethnicity/cultural background, sexual orientation, religion/belief (or lack of), socio-economic status, and trade union membership status.

This policy's purpose is to:

- **provide equality, fairness and respect** for all in our employment, whether temporary, part-time or full-time
- **not unlawfully discriminate because of the Equality Act 2010 protected characteristics** of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race (including colour, nationality, and ethnic or national origin), religion or belief, sex and sexual orientation
- **not discriminate because of people's class background or socio-economic status, trade union membership status, or health history.**
- **oppose and avoid all forms of discrimination.** This includes in pay and benefits, terms and conditions of employment, dealing with grievances and discipline, dismissal, redundancy, leave for parents, requests for flexible working, and selection for employment, promotion, training or other developmental opportunities

Nozstock commits to:

- **encourage equality, diversity and inclusion in the workplace as they are good practice ethically, creatively and commercially.**



Regarding access, we will make reasonable adjustments wherever possible to make roles accessible to those who need it – e.g. extended breaks, use of accessible facilities including 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. Please contact work@nozstock.com to discuss access requirements relating to roles at Nozstock.

- **create a working environment free of bullying, harassment, victimisation and discrimination**, promoting dignity and respect for all, and where individual differences and the contributions of all staff are recognised and valued.

This commitment includes training managers and all other employees about their rights and responsibilities under the equality, diversity and inclusion policy. Responsibilities include staff conducting themselves to help Nozstock provide equal opportunities in employment, and prevent bullying, harassment, victimisation and unlawful discrimination.

All staff should understand they, as well as Nozstock, can be held liable for acts of bullying, harassment, victimisation and unlawful discrimination, in the course of their employment, against fellow employees, customers, suppliers and the public.

- **take seriously complaints of bullying, harassment, victimisation and unlawful discrimination** by fellow employees, customers, suppliers, visitors, the public and any others in the course of the organisation's work activities.

Such acts will be dealt with as misconduct under the organisation's grievance and/or disciplinary procedures, and appropriate action will be taken. Particularly serious complaints could amount to gross misconduct and lead to dismissal without notice.

Further, sexual harassment may amount to both an employment rights matter and a criminal matter, such as in sexual assault allegations. In addition, harassment under the Protection from Harassment Act 1997 – which is not limited to circumstances where harassment relates to a protected characteristic – is a criminal offence.

- **make opportunities for training, development and progress available to all staff**, who will be helped and encouraged to develop their full potential, so their talents and resources can be fully utilised to maximise the efficiency of the organisation.

- **decisions concerning staff being based on merit** (apart from in any necessary and limited exemptions and exceptions allowed under the Equality Act).



- **review employment practices and procedures when necessary** to ensure fairness, and also update them and the policy to take account of changes in the law.
- **monitor the make-up of the workforce** regarding information such as age, sex, ethnic background, sexual orientation, religion or belief, and disability in encouraging equality, diversity and inclusion, and in meeting the aims and commitments set out in the equality, diversity and inclusion policy.

Monitoring will also include assessing how the equality, diversity and inclusion policy, and any supporting action plan, are working in practice, reviewing them annually, and considering and taking action to address any issues.

This equality, diversity and inclusion policy is fully supported by senior management and has been agreed with employee representatives, festival director Ella Nosworthy and producer Toki Allison.

Details of the organisation's grievance and disciplinary policies and procedures can be found by contacting the administration team info@nozstock.com (Ella Nosworthy and Cara Lewis). This includes with whom an employee should raise a grievance – usually their line manager.

Use of the organisation's grievance and/or disciplinary procedures does not affect an employee's right to make a claim to an employment tribunal within three months of the alleged discrimination.

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.