



NOZSTOCK EQUALITY STATEMENT & PLAN

Nozstock is a 7000 capacity, 10-stage music and arts festival based in Herefordshire, bringing a diverse mix of entertainment and participatory experiences to audiences of all ages. We recognise that as a white, middle-class, cis-het, non-disabled led organisation, that we have and will sometimes fail to recognise and validate the perspectives of those who may be marginalised based on race, ethnicity, disability, neurodiversity, gender, gender identity, sexuality, class, income, age, and other diversity characteristics.

WHAT WE WANT TO ACHIEVE

Our aim for Nozstock's future is to consult and lead with creatives who share our passion for music, art and providing magical audience experiences, but who can bring lived experience, and expertise of working with diverse audiences to the organisation, and therefore ensure we provide an inclusive and experimental environment for our audiences.

HOW WE WILL ACHIEVE IT

We will do this through:

- Regular meetings with consultants and the assembly of an advisory team who will influence across the organisation
- Consultation with our audiences, participating artists, suppliers, contractors and workforce - Assessing and reassessing our recruitment practices, and inclusion policies including this statement, our equality, diversity and inclusion statement, and our safer spaces policy
- Championing the work of diverse artists and practitioners through our physical and digital platforms, with the public and communities we work with
- Seeking out partnerships with diverse-led organisations, media outlets, record labels, artist collectives and other creative communities
- Publishing our progress at regular intervals (annually at least) to remain accountable

OUR TARGETS

1. Work towards more balanced representation in our programme with:
 - 35% female/non-binary talent
 - 8% D/deaf, disabled and neurodiverse talent
 - 20% ethnically diverse talent



- 10% LGBTQIA+ talent through collaborations with AIF, Without Exception, UK Music, Attitude is Everything, and other specific advocacy groups and communities
2. Level up in Herefordshire, by providing opportunities to lower-income, working class groups and young people
 3. Train key area managers/leads across the organisation in access & inclusion
 4. Achieve greater balance in **audience** representation, resulting in
 - 50% female/non-binary
 - 10% D/deaf, disabled and neurodiverse
 - 15% ethnically diverse
 - 10% LGBTQIA+
 - Develop the site to remove barriers for disabled people in both front-of-house and backstage areas
 - Provide gender-neutral toilets and facilities

We will check in with progress against these targets each quarter to remain on track. The targets have been set based on our existing make-up, community demographics and connections. We will reassess the targets after publication of Census 2021 data, and population data for Herefordshire and the West/South West UK regions to make them ambitious but achievable.