



Equal Opportunities Policy

July 2026

1. Our Equal Opportunities Statement

We are committed to creating events where everyone is treated fairly, with dignity and respect. In line with the Equality Act 2010, we do not tolerate discrimination, harassment, bullying, or unfair treatment based on any protected characteristic or any other reason.

We believe everyone should have equal access to opportunities and feel valued for who they are. We welcome people from all backgrounds and are committed to making reasonable adjustments where needed to support our traders. We also challenge unfair assumptions, stereotypes, and discriminatory behaviour whenever they arise.

2. Our Commitment to Our Traders

We are committed to:

- Creating a positive and inclusive environment where everyone's differences and contributions are recognised and appreciated.
- Providing a workplace where every trader is treated with dignity, courtesy, and respect.
- Maintaining a workplace free from bullying, harassment, intimidation, and discrimination.
- Promoting equality, diversity, and inclusion as part of good business practice.
- Regularly reviewing our policies and procedures to ensure they remain fair, inclusive, and effective.

3. Our Commitment to Our Customers / Traders

We are committed to:

- Providing our services fairly and equally to all customers, regardless of any protected characteristic.
- Delivering services that are accessible and meet the diverse needs of our customers.
- Providing clear and straightforward ways for customers to raise concerns if they believe they have been treated unfairly.
- Taking any breach of this policy seriously. Where appropriate, breaches may be treated as misconduct and could result in disciplinary action.
- Encouraging all traders to speak to us if they need support or reasonable adjustments. We are committed to listening with understanding and treating everyone fairly, regardless of their background or personal circumstances.

4. Monitoring and Review

To help us build and maintain an inclusive workplace, we may monitor the diversity of our volunteers / workforce. This may include information such as age, sex, ethnicity, disability, religion or belief, sexual orientation, and caring responsibilities, where appropriate and in line with data protection requirements.

We regularly review this information, along with our policies and practices, to help identify and remove barriers, prevent unlawful discrimination, and promote equal opportunities for everyone.