

Stafford Showground Limited

Equal Opportunities Equality, Diversity, and Inclusion

Overview

This policy applies to all employees, workers and job applicants and is fully supported by the Company's management team.

The Company is also committed to upholding the principles of the Victims and Prisoners Act 2024, which ensures that individuals who experience or witness behaviour amounting to criminal conduct, such as, sexual assault, harassment, or coercive control, have the right to report these matters to the police or appropriate authorities.

No confidentiality or non-disclosure agreement will prevent a person from reporting criminal behaviour or seeking professional or victim support.

Throughout the employment cycle, the Company will aim to ensure that all job applicants, employees, and workers are treated with respect irrespective of the individual's age, disability, gender reassignment, marriage/civil partnership, pregnancy/maternity, race, religion, sex, or sexual orientation ("the Protected Characteristics").

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

All employees should understand they, as well as the Company, 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.

Should any employee be found to be responsible for any breach of this policy, they may be subject to disciplinary proceedings under the Company's Disciplinary Procedure and this may be classed as gross misconduct, for which employees may be summarily dismissed.

In addition, sexual harassment may amount to both an employment rights matter and a criminal matter, such as in sexual assault allegations. Also, harassment which is not limited to circumstances where harassment relates to a protected characteristic is a criminal offence.

There are 2 broad categories of discrimination under UK legislation: direct and indirect discrimination.

Direct discrimination occurs where a person is treated less favourably because of a Protected Characteristic. For example, rejecting a candidate because of their age or religious beliefs.

Indirect discrimination occurs where a provision, criterion or practice applies to everyone but disadvantages people with a particular Protected Characteristic and cannot be justified. For example, requiring a role to be full-time where this disproportionately impacts individuals with caring responsibilities.

Discrimination arising from disability includes treating a person unfavourably because of something connected to their disability, where this cannot be justified.

The Company will also not tolerate associative discrimination (where someone is treated unfairly because of their association with someone with a Protected Characteristic)..

Associative discrimination can also occur when someone is treated unfairly because either someone they know or someone they are associated with has a certain protected characteristic under the Equality Act 2010.

This policy applies to all aspects of employment including:

- pay and benefits
- terms and conditions of employment
- dealing with grievances and discipline
- dismissal
- redundancy
- leave for parents
- requests for flexible working
- selection for employment, promotion, training or other developmental opportunities

This policy applies to all aspects of employment, including recruitment, pay and benefits, terms and conditions, training and development, promotion, disciplinary and grievance procedures, redundancy and dismissal.

Roles and Responsibilities

Senior leaders are responsible for ensuring this policy is implemented effectively and for promoting an inclusive culture across the organisation.

Managers are responsible for applying this policy in their day-to-day management practices, ensuring fair treatment, addressing inappropriate behaviour, and supporting employees appropriately.

All employees are responsible for treating others with dignity and respect and for not engaging in any form of discrimination, harassment or victimisation.

Recruitment and Selection

Recruitment, promotion and other selection exercises such as redundancy selection will be conducted on the basis of merit, against objective criteria that avoid discrimination.

Vacancies will be advertised to a diverse section of the labour market. Advertisements will avoid stereotyping or using wording that may discourage particular groups from applying.

Shortlisting will be carried out by more than one person where possible.

Applicants will not be asked questions which might suggest an intention to discriminate on the grounds of a Protected Characteristic. For example, applicants will not be asked whether they are pregnant or planning to have children.

Applicants will not be asked about health or disability before a job offer is made, except in limited circumstances permitted by law, such as to establish whether the applicant can perform an intrinsic part of the role (with reasonable adjustments where required) or to determine whether any adjustments are needed for the recruitment process.

All employment decisions will be based on merit, capability and business needs, ensuring fairness and consistency in decision-making

Disability

The Company will make reasonable adjustments to its recruitment and selection arrangements and procedures to ensure that no applicant for employment is disadvantaged because of a disability. Whenever reasonable and practicable, the Company will make adjustments to retain disabled members of its workforce. This may include making reasonable adjustments to working arrangements and practices, making changes to the physical environment and/or providing auxiliary aids and services. The Company may also ask a medical professional to assist in these matters.

If the employee considers that they may be disabled within the meaning of the disability legislation, they should notify their manager.

Training

The Company is committed to training managers and all other employees about their rights and responsibilities under the equality, diversity, and inclusion policy. Responsibilities include employees conducting themselves to help the organisation provide equal opportunities in employment, and prevent bullying, harassment, victimisation, and unlawful discrimination.

All training will reinforce the organisation's zero-tolerance approach to discrimination, harassment, and victimisation.

Complaints Procedures

Please refer to the Company's Dignity at Work Policy which deals with harassment, bullying and other unacceptable behaviours and sets out how complaints of this nature will be dealt with.

If an employee suspects that any discriminatory acts or practices are occurring, they should refer to the Company's Grievance Procedure.

The Company will not tolerate victimisation of any individual who raises a concern, supports a complaint, or participates in an investigation under this policy.

While all concerns will be taken seriously, any deliberately false or malicious allegations may be treated as misconduct and addressed under the Company's Disciplinary Procedure.

Monitoring and Review

The effectiveness of this policy will be monitored regularly to ensure it remains relevant and aligned with current legislation. The Company will review its recruitment, promotion, and retention practices to identify areas where diversity and equality can be improved and take action if required.

Concerns under this policy may be raised through the Company's Grievance Procedure or Dignity at Work Policy, which set out the process for handling complaints of this nature.

Data Protection

Personal information will be treated as confidential and be kept no longer than necessary in accordance with current data protection legislation.

This policy reflects the employee's legal rights but does not form part of their contractual terms of employment and may be amended at any time at the Company's discretion.

Any abuse of this policy may lead to disciplinary action in line with the Company's Disciplinary Procedure.

This document was last updated April 2026