

Equal Opportunities, Diversity and Inclusivity Policy - Wells Carnival Ltd

Effective Date: 01.09.2025

Last Updated: 01.09.2025

1. Policy Statement

Wells Carnival Ltd is committed to creating an inclusive, welcoming, and safe environment for everyone involved in our festival, including volunteers, performers, staff, vendors, and visitors.

We celebrate the diversity of our community and strive to ensure that all individuals are treated fairly, with dignity, and without discrimination.

2. Our Commitment

We are dedicated to:

- Promoting equal opportunities for all, regardless of age, disability, gender identity, marital or civil partnership status, pregnancy or maternity, race, ethnicity, religion or belief, sex, or sexual orientation.
- Creating an environment where everyone feels valued, respected, and included.
- Encouraging participation from all groups in festival activities, performances, and volunteering opportunities.
- Challenging and addressing discrimination, harassment, and bullying in any form.
- Ensuring accessibility in festival planning, venues, and communications.

3. Scope

This policy applies to:

- Festival organisers, volunteers, and staff
- Performers and artists
- Vendors, suppliers, and contractors
- Festival attendees and participants

4. Responsibilities

- **Festival Organisers** are responsible for ensuring this policy is upheld and integrated into all aspects of planning and delivery.
- **Volunteers and Staff** are expected to adhere to this policy, treating others with respect and reporting any concerns.

- **Vendors, Artists, and Contractors** are required to act in line with the principles of this policy.

5. Accessibility and Inclusion

We aim to make our festival accessible to all by:

- Providing step-free or ramp access where possible.
- Offering clear, inclusive communication materials (e.g., digital formats).
- Ensuring that activities and performances reflect the diversity of our community.

6. Reporting and Complaints

If anyone experiences or witnesses discrimination, harassment, or exclusion at the festival, they are encouraged to report it to a member of the organising team.

All reports will be taken seriously, treated confidentially, and addressed promptly.

7. Monitoring and Review

This policy will be reviewed annually by the festival committee to ensure it remains relevant, effective, and reflective of best practice. Feedback from volunteers, performers, and attendees will inform updates.

8. Contact Us

If you have questions about this Policy please contact us:

Email: wellscarnival@live.co.uk

Address: Wells Carnival Ltd., co- Angles, 7 Invaders Court, Wells-next-the-Sea, Norfolk, NR23 1JW