

Wigtown Agricultural Society (Wigtown Show)

Equality and Diversity Policy

In carrying out functions as a Charity, Wigtown Agricultural Society (Wigtown Show) is committed to promoting equality of opportunity ensuring that there is no discrimination in the planning and activity of any of the Show activities, related events and meetings. This relates to Wigtown Agricultural Society (Wigtown Show) Committee Members, Honorary Presidents, Show Members, Officials and Stewards, Volunteers and Staff, Show Day Visitors and Exhibitors, Website and Social Media content.

Wigtown Agricultural Society (Wigtown Show) aims to ensure that the values of equality, diversity, respect and inclusion for all, are embedded into everything that we do, and to recognise our responsibilities as governed by the Equality Act 2010.

We will create and continue to encourage an environment that respects, welcomes and involves everyone, with zero tolerance for any form of bullying, harassment, disrespectful or discriminatory behaviour. This particularly applies to age, disability, gender realignment, income, marriage or civil partnerships status, pregnancy and maternity, race, religion or belief, sex and sexual orientation.

Wigtown Agricultural Society (Wigtown Show) is committed to ensuring that equality and diversity procedures and practice are correctly adhered to, taking into account relevant government and other guidance.

The Society Secretary is an appointed and designated Equality and Diversity Officer for the Show. The responsibility for all commitments, including those as follows, rests with the Show Directors in conjunction with the designated Equality and Diversity Officer.

- 1) This Policy Statement will be reviewed annually as a minimum, with any interim regulatory changes amended and acted upon as appropriate.
- 2) Anybody connected with the Wigtown Agricultural Society (Wigtown Show), in any way, and in any capacity, is expected to adhere to all objectives.
- 3) Ensure that this Policy Statement is posted on the Show Website and Social Media pages, and updated as necessary.
- 4) Ensure all volunteer groups helping on Show Day are aware of this Policy Statement and have a designated Wigtown Agricultural Society (Wigtown Show) representative to liaise with.
- 5) All exhibitors and show individuals will be able to view Wigtown Agricultural Society (Wigtown Show) terms and conditions, guidelines and policy statements online or at the request to the Secretary in paper form.
- 6) The Equality and Diversity Officer (Show Secretary) will attend the Directors Meeting or After Show Meeting to report and discuss any relevant issues and actions to be taken.

7) Equality and Diversity is the responsibility of all, and anybody witnessing an incident or with any concerns, should report this to the Equality and Diversity Officer secretary@wigtownshow.org.uk

Wigtown Agricultural Society (Wigtown Show) will record the incident and take action as appropriate, and respond to this and also notify and submit documentation to legally required Statutory Services and Regulatory Authorities.

Wherever possible, Wigtown Agricultural Society (Wigtown Show) will try and provide accessible venues with good public access, at venues and meetings and ensure that all Show communications are easy to read and understand. Wigtown Agricultural Society (Wigtown Show) will do its best to accommodate those with hearing or visual impairments, and learning difficulties, and is always open to constructive feedback and ideas on any issues.

All Directors and Committee Members, Officials, Stewards and Other Volunteers will have access to the Policy Statement, and it will be available on Show Day itself. This Policy will also be sent or emailed before Show Day to all relevant Officials, Stewards and Volunteers. There may also be a Stewards Meeting on the Showground prior to the Show itself to discuss this and Other Policies. Any relevant training courses will be considered as appropriate.

This will remind everybody of their ongoing responsibilities, and anybody who fails to comply with any part of this Policy Statement or procedures may be liable to dismissal from the Show Committees or as a Steward/Volunteer, and exclusion from the Showground itself.

This document was updated December 2023.