



**THE AYLSHAM AGRICULTURAL SHOW  
ASSOCIATION LIMITED**

**EQUALITY AND DIVERSITY POLICY STATEMENT**

**Revised February 2024**

**In carrying out functions as a Charity, The Aylsham Agricultural Show Association Limited (AASA) is committed to promoting equality of opportunity ensuring that there is no discrimination in the planning and activity of any of the Show activities and related events and meetings. This relates to AASA Council Members, Honorary Life Vice Presidents, Show Members, Officials and Stewards, Volunteers and Temporary Staff, Show Day Visitors and Exhibitors, Website and Social Media content.**

**The AASA 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.**

**The AASA is committed to ensuring that equality and diversity procedures and practice are correctly adhered to, taking into account relevant government and other guidance.**

**There is an appointed and designated Equality and Diversity Officer from the Show Council who will appoint his own deputies (all volunteers). The responsibility for all commitments, including those as follows, rests with the Show Executive Committee in conjunction with the designated Equality and Diversity Officer and the deputies.**

- 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 Aylsham 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 Leader for the AASA to liaise with.
- 5) Ensure that all Exhibitor Applications and Competition Entry Applications are sent details of the AASA Booking Terms and Conditions Guidelines which will include a link to view this Policy Statement.
- 6) The Equality and Diversity Officer and/or the Deputies will attend an Executive/Trustees Meeting as and when appropriate 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 (Emails: [healthandsafety@theaylshamshow.co.uk](mailto:healthandsafety@theaylshamshow.co.uk) or [eventadmin@theaylshamshow.co.uk](mailto:eventadmin@theaylshamshow.co.uk))  
The AASA 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, the AASA will try and provide accessible venues with good public address, at venues and meetings and ensure that all Show communications are easy to read and understand. The AASA 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 Council Members, Officials, Stewards and Other Volunteers will receive a copy of this Policy Statement annually, and before Show Day itself. The Stewards Guide, referring to 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 Council or as a Steward/Volunteer, and exclusion from the Showground itself.