



# EQUAL OPPORTUNITIES POLICY



Mid Devon District Council is committed to promoting equality and diversity in everything it does. This includes providing equal opportunities in the running of or the trading at Tiverton Market.

This means that no-one will be treated less favourably or suffer any detriment on the grounds of race, colour, ethnic or national origin, sexuality, gender and transgender, age, disability, marital status and/or religion/beliefs.

This applies to:

- Trading at the Market, either as a casual or permanent stallholder, providing that they abide by the rules of the Market, can demonstrate their ability to do the job and meet the necessary requirements.
- Membership of any Tiverton Market Traders group.
- Visiting Tiverton Market, ensuring customers can access stalls and products offered.

At Tiverton Market, we will:

- Ensure the Market building, stalls and toilets are physically accessible wherever possible
- Ensure information is accessible – translations, larger print versions of information can be made available on request
- Ensure organisations we work with are committed to equal opportunities
- Respect and value individual differences and understand the need to balance family and business commitments
- Challenge any discriminatory behaviour observed at the Market
- Ensure allocation of pitches is made on the basis of availability, balance of goods and business need
- Provide training and support to traders and staff to ensure our responsibilities are understood

Mid Devon District Council is committed to anti-discriminatory practices with regard to our service to our customers, clients, or contractors on the same grounds as above.

This means that on these grounds:

- Customers will not be abused, or refused service without good reason.
- No person will be treated unfavourably or suffer any detriment on the grounds of race, colour, ethnic or national origin, sexuality, gender and transgender, age, disability, marital status and/or religion/beliefs when applying for services contracted by any the Traders Group or the Market Authority.

Any trader breaching this Policy will be subject to the Disciplinary Procedures outlined in the Licence Agreement and Code of Conduct.

Mid Devon District Council's Equal Opportunities Policy is available on the Council's website.