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EQUITY, DIVERSITY AND INCLUSION (EDI) **POLICY STATEMENT**

Richmond Equestrian Centre (REC) is committed and accountable for advancing equity, diversity and inclusion in all its forms. REC believes that diversity is critical to maintaining excellence in all of our endeavours.

We seek to enable all who attend and work at REC to achieve their full potential in an environment characterised by equality of respect and opportunity.

Through the implementation of transparent policies, practices and procedures, REC has due regard to our duties under the Equality Act 2010, and to the protected characteristics detailed in the Act. REC seeks to fulfil this commitment by ensuring that our policies, training and development reflect the principles laid down in this statement, as well as our obligations under the law.

REC is committed to embedding and mainstreaming equity, diversity and inclusion through the following overarching focus:

1. To advance diversity of employee and livery recruitment, equity of attainment and an inclusive community
2. To provide inclusive engagement
3. To promote diversity amongst REC's employee community and an inclusive employee experience
4. To achieve an inclusive environment, which promotes equality of respect and opportunity for all members of REC's diverse community

This policy is applicable to all livers, employees and visitors. The principles of non-discrimination and equity also apply to the way employees and livers should treat each other, visitors, contractors, service providers, suppliers, former livers and any other persons associated with the functions of REC.