

8.0 Inclusivity and diversity

- 8.1 Kirklees Council is committed to equality of opportunity for the whole community and believes that diversity is a major strength which contributes to the social and economic prosperity of the area. The council commits to ensure that no resident of or visitor to the area is treated inequitably or in an unlawful or unjustifiably discriminatory manner.
- 8.2 Events that compromise the council's commitment to Equal Opportunities, in terms of their content and/or the organisers' affiliations, or which further negative attitudes or discrimination against any groups with protected characteristics under the Equalities Act 2010 will not be sanctioned by the council.
- 8.3 All event organisers are bound by the requirements of the Equalities Act 2010, regardless of the size of the event or whether people will be charged for attending. As such, they are obliged to think ahead and make reasonable adjustments to ensure that disabled attendees (or potential attendees) are not put at a substantial disadvantage compared with non-disabled people.
- 8.4 What is a "reasonable" adjustment will depend on all the circumstances including the cost of the adjustment, the potential benefit it might bring to other attendees (for example, ramps may also benefit attendees with small children), the resources an organisation has and how practical the changes are.
- 8.5 Reasonable adjustments may include but are in no way limited to:
- Laying temporary plywood paths on uneven or wet ground
 - Installing ramps next to steps
 - Providing toilets which are accessible and have adequate lighting for people with visual impairments
 - Displaying warning signs if strobe lighting is to be used
 - Planning a way of communicating with deaf and hearing impaired attendees in the event of an emergency
- 8.6 Any adjustments deemed reasonable should be in place before the event begins. Organisers should not wait until a person experiences difficulties at the event, as it may then be too late to make the necessary adjustment.