



# Hinderclay Village Hall Equality & Diversity Policy

## Context

Hinderclay Village Hall recognises that everyone within our community has a contribution to make to our society and a right to equal opportunity. We value diversity and will promote involvement and use of the hall by all residents and wider members of our community.

## Equality Act 2010 (and Amendments)

The Trustees of Hinderclay Village Hall acknowledges the definitions of various groups of people who are vulnerable to discrimination as set out in the Equality Act 2010 (and Amendments). The Trustees acknowledges that members of these groups are often under-represented, exposed to prejudice and stereotyping, and suffer various disadvantages within our society.

We are committed to support and implement the legislation and will work to ensure that no person protected by the legislation is discriminated against unlawfully, and that any positive obligations and duties are performed. The trustees give the following specific commitments.

This means that no trustee member, volunteer, organisation, or individual to which we provide facilities will be discriminated against by us on the grounds of:

- Age
- Disability
- Gender reassignment
- Pregnancy and maternity (which includes breastfeeding)
- Race
- Religion or belief
- Sex
- Sexual orientation

We will seek to take positive action to address the inequalities for those using Hinderclay Village Hall and will challenge any practices, legislation and institutions, which seek to discriminate against or deny the rights of individuals or groups in any form.

## Our principles

We commit to ensuring that:

- a) We manage and maintain an environment in which individual differences and the contributions of everyone are recognised and valued.
- b) Our environment promotes dignity and respect for everyone.
- c) We do not tolerate any form of intimidation, bullying, or harassment on any level for whatever purpose our space is used.
- d) Training is available to all volunteers where appropriate
- e) We promote an inclusive culture for all our community and the people that we serve.
- f) We encourage anyone who feels they have been subject to discrimination to raise their concerns so we can apply corrective measures.
- g) We encourage everyone to be treated with dignity and respect.

- h) We regularly review all our practices and procedures so that fairness is maintained at all times.

### **Policy & Procedures**

At all times, the trustees of Hinderclay Village Hall will promote equal opportunities and will not allow any form of discrimination to take place within our building or grounds. There is an expectation for all those that use the building, either through volunteering, hiring, employing or visiting the building to comply.

In event any users breach this policy, Hinderclay Village Hall trustees reserve the right to refuse the use of the building or grounds. The trustees will not tolerate any form of discrimination.

In the unfortunate event that any users of the building receive or are party of any form of discrimination defined within the Equality Act 2010 (and Amendments). The trustees of the Hinderclay Village Hall will expect to be notified of the incident.

### **Raised Concerns**

In the event of an incident, the main user of the Building or Grounds will need to report this to the Trustees of the Village Hall. The report will need to state the context, actions the user took and outcomes from the incident. This will need to be sent to the Trustees of the Village Hall.

The trustees of the Hinderclay Village Hall will All capture, keep, and monitor the outcomes of the incident. In the event this is deemed as unlawful further appropriate actions or measures will put in place.

### **Policy Review**

The Policy will be reviewed on a yearly basis or when changes occur to the Equality Act 2010.