

Equality, Diversity & Inclusion Policy

Nancegollan Village Hall committee acknowledges the definition of various groups of people who are vulnerable to discrimination as set out in the **Equality Act 2010**.

It is committed to promoting equality, embracing diversity and ensuring inclusivity within the community hall. We believe that everyone has something to offer and that our community is stronger if we are all included. We will strive to create an inclusive environment that appreciates and respects individuals from all backgrounds.

Key Principles

- **Respect..** we will treat everyone with respect, regardless of their race, ethnicity, nationality, sex, gender identity, sexual orientation, disability, age, religion or belief.
- **Fairness..** we will ensure that everyone has an equal opportunity to participate in our activities and to benefit from our services.
- **Inclusion..** we will create an environment where everyone feels welcome, valued and where everyone's contributions are appreciated. We will promote our activities to all members of the community and make sure that all our facilities are available to everyone.
- **Accessibility..** we will aim to make our hall as accessible as possible to everyone regardless of their disability by providing a hard surface carparking area, wheelchair ramps and accessible toilets.

We will not tolerate any form of discrimination, harassment or bullying in our community hall. We will have a zero-tolerance policy for any behaviour that is discriminatory or offensive. If an incident is reported, we will investigate it promptly and take appropriate action.

This policy will be reviewed annually at the meeting following the AGM, to ensure that it is effective and that it is aligned with current legislation and best practices.

Name: Irene Bessem, Chairperson

Next Review October 2024