

North and South Wheatley Village Hall



Equality and Diversity Policy updated 2024

Reg'd Charity 1050729

Introduction

North and South Wheatley Village Hall Management Committee acknowledges that the United Kingdom is diverse in culture, race, beliefs and religion and believes that no individual nor group of people should receive less favourable treatment on the grounds of the protected characteristics set out in the Equality Act 2010: gender, age, colour, race, nationality, racial origins, cultural heritage, disability, marital status, social background, sexual orientation or geographical location

The management committee acknowledges that members of these groups are often under-represented, exposed to prejudice and stereotyping, and suffer various disadvantages within our society.

The purpose of this statement is to set out clearly and fully the positive action that the Village Hall Management Committee intends to take to combat direct and indirect discrimination in employment policy, management of the organisation, relationships with other bodies and the services they provide to the community, community organisations and individuals.

The Management Committee is committed to encouraging a supportive and inclusive culture amongst its community by creating a positive place where everyone can enjoy an environment which is safe, enjoyable and respectful.

This policy reinforces our commitment to providing equality and fairness to all in our hirers and volunteers and to avoid less favourable facilities or treatment on the grounds of age, disability, gender, marriage and civil partnership, pregnancy and maternity, race, ethnic origin, colour, nationality, national origin, religion or belief, or sex and sexual orientation. We are opposed to all forms of unlawful and unfair discrimination.

North and South Wheatley Village Hall's Commitment

Our aim is to ensure that all hirers and volunteers are given equal opportunity and that our organisation is representative of all sections of society.

All hirers and volunteers will be treated fairly and with respect.

We are committed to:

Creating an environment in which individual differences and the contributions of everyone are recognised and valued.

- Creating an environment that promotes dignity and respect for everyone.
- Not tolerating any form of intimidation, bullying, or harassment, and to avoid hiring the facility to those that breach this policy.
- Making training available to all volunteers where appropriate
- Promoting an inclusive culture for all our community and the people that we serve.
- Encouraging anyone who feels they have been subject to discrimination to raise their concerns so we can apply corrective measures.
- Encouraging everyone to be treated with dignity and respect.
- Regularly reviewing all our practices and procedures so that fairness is maintained at all times.

We seek to promote diversity and inclusion and to respond to the needs of all individuals in a fair and equitable manner, whilst observing our commitment and responsibility to current legislation.

The community's responsibilities

All hirers, volunteers and village hall event attendees are required to assist us in meeting our commitments, to ensure equality, diversity and inclusion and avoid unlawful discrimination.

We consider acts of discrimination, harassment, bullying or victimisation as unacceptable behaviour and hirers supporting this behaviour will result in the hall not be available to hire to those persons in the future.

Grievances

If you consider that you may have been unlawfully discriminated against, you may contact the committee Chair or any member of the committee to make a complaint.

North and South Wheatley Village Hall Management Committee

Review Date April 2025.....