

Diversity & Inclusion Policy



Introduction

Utterby Village Hall 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.

The original hall trust deed of 1948 says the hall is to be used for a variety of purposes to benefit the local community -

“without distinction of sex or political, religious or other opinions...”

This policy states our commitment to diversity and inclusion for our hirers, volunteers and workers, to avoid less favourable 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, in accordance with the Equality Act 2010.

We are opposed to all forms of unlawful and unfair discrimination.

Utterby 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, volunteers and workers will be treated fairly and with respect.

We will provide help and encouragement to develop all our trustees and volunteers to their full potential and utilise their unique talents.

When we select candidates for the Management Committee or other volunteer positions, it will be on the basis of their aptitude and ability, and taking into account any appropriate reasonable adjustment.

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.
- Advising on training that is 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, workers 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 being available to hire to those persons in the future.

Complaints

If you have any complaints relating to this policy, please refer to our Complaints Procedure.