

Brome & Oakley Village Hall

Reg'd Charity No 1091952

Equality & Diversity Policy (vers. Jan 2021, reviewed May 2025)

Aims

Brome & Oakley Village Hall is open to all residents of Brome & Oakley, their friends and family and all other groups and individuals who are likely to want to hire the Hall, regardless of their age, disability, gender reassignment, marriage or civil partnership, pregnancy or maternity, race, religion or belief, sex, or sexual orientation as defined by the Equality Act 2010.

Accessibility

All events are accessible to wheelchair users.

Diversity

The Village Hall is open to all residents and other visitors. In this context we aim to organise a range of events and activities to suit the interests and meet the needs of a wide variety of people.

Inclusion and respect

Every resident and visitor to the Hall should be made to feel equally welcome and included at meetings and events.

Sexist, racist, homophobic, transphobic or otherwise offensive and inflammatory remarks and behaviour are not acceptable. These constitute harassment and have no place in the Village Hall.

Dealing with discrimination and harassment

If any visitor feels they have been discriminated against at any event they should raise this with the both the hirer and the management committee.

The management committee will investigate the complaint, listening to all members involved. (If the complaint is against a committee member, that member will not be part of conducting the investigation.)

If the complaint is against a particular individual, this person will have the opportunity to express their point of view, accompanied by a friend. The person making the complaint will also have this opportunity.

If the complaint is against the hiring body the Committee must work to ensure that such discrimination is not repeated in the future.

Ultimately the Management Committee reserves the right to exclude individuals or hirers from using the Hall on the grounds of unfair discrimination or harassment.

Review

Adopted January 2020 – to be reviewed after every AGM. Next review May 2026.