



Equality and Diversity Policy

The Brockweir Inn Community Benefit Society
Manor House, Brockweir, Monmouthshire, NP16 7NG
BrockweirInn@gmail.com

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Introduction

The Brockweir Inn Community Benefit Society Limited ('BICBS') 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. We are opposed to all forms of unlawful and unfair discrimination. The policy's purpose is to:

- provide equality, fairness and respect for all in our employment, whether temporary, part-time, full-time or volunteers
- not unlawfully discriminate because of the Equality Act 2010 protected characteristics of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race (including colour, nationality, and ethnic or national origin), religion or belief, sex and sexual orientation
- oppose and avoid all forms of unlawful discrimination

BICB's Commitment

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

All members and users will be treated fairly and with respect. We will provide help and encouragement to develop all our staff 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.

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 members, volunteers and users 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 Management Committee or any member of the committee to make a complaint at brockweirinn@gmail.com.