

Hale Village Hall New Forest (CIO)

Charity Registration Number 1175048

EQUAL OPPORTUNITY, EQUALITY AND DIVERSITY POLICY 2024



The Trustees and Management Committee recognise that the United Kingdom is diverse in culture, race beliefs and religion and believes that no individual or group of people should receive less favourable treatment on the grounds of gender, age, race, cultural heritage, disability, marital status, social background or sexual orientation. The Committee acknowledges that members of these groups may be under-represented and exposed to prejudice, stereotyping and discrimination.

The purpose of this policy is to set out the positive action that the Committee intends to take to combat direct and indirect discrimination in the management of the village hall, relationships with other bodies and the services we provide to the community, community organisations and individuals who hire or use the village hall or work there.

The Management Committee is committed to providing equality of opportunity in all areas of its work. This policy will be implemented to ensure equality of provision and respect for diversity in representation, service provision, engagement of staff, contractors and volunteers and conditions of use and access.

Aims

We aim to ensure that the Management Committee is aware of discrimination and understands its implications. We will challenge practices that seek to discriminate against or deny the rights of individuals or groups in any form.

We will seek to take positive action to address inequalities in our community.

We are committed to the equality and diversity policy set out in this document and will work to develop, improve on and monitor it.

Code of Practice

The Management Committee acknowledges the definitions of groups of people vulnerable to discrimination as set out in the Equality Act 2010 and will work to support and implement the legislation and ensure that no person protected by the legislation is discriminated against and that positive obligations and duties are performed.

The following specific commitments are given:

- where reasonably practicable, removing barriers which make it difficult for people with disabilities to access or use the hall
- ensuring that the design of publicity and information takes account of differing needs and abilities
- dealing with any complaints of discrimination promptly, impartially, thoroughly and confidentially
- ensuring all users of the hall are aware of this policy by displaying it on our notice boards and website
- challenging racism, and ageism in any form and challenging any sexist policies, practices and attitudes which may relate to sexual orientation and gender re-assignment and encouraging users to do the same
- endorsing the right of each individual to their own religious belief or the absence of a belief
- encouraging people from under-represented groups to attend and participate in the activities of the hall

Code of Conduct

1. **People will be treated with dignity and respect regardless of age, gender, sexuality, race, disability, ethnicity, nationality, religion, marital status, class or employment status**
2. **People's views and feelings will be valued and respected. Language or humour that people find offensive will not be used or tolerated**
3. **No-one will be harassed, abused or intimidated on the grounds that they belong to a vulnerable or minority group. Incidents of harassment will be taken seriously and the Committee will investigate complaints quickly, impartially, thoroughly and confidentially.**