

Equality & Diversity Policy

High Kelling Village Hall

The Trustees of High Kelling Village Hall acknowledge that the population of the UK is diverse and believe that no individual or group of people should receive less favourable treatment on the grounds of gender, gender reassignment, age, colour, race (including nationality, racial/national origins and cultural heritage) mental or physical disability, marital status, social background, sexual orientation, religion or belief or political views.

The Trustees acknowledge that members of these groups are often under represented, exposed to prejudice and stereotyping and suffer various disadvantages within our society.

This policy seeks to set out the positive action the Trustees will take to combat direct and indirect discrimination in selection of Trustees, any employees or volunteers, conduct at Trustee meetings and access to, and use of, the village hall.

Commitment by Trustees

- 1) The Trustees will encourage the appointment of Trustees from under-represented groups.
- 2) The Trustees will seek to take positive action to address the inequalities in our society and act in accordance with the Equality Act 2010.
- 3) The Trustees are committed to promote equality of access to the Hall and encourage activities by under-represented groups.
- 4) The Trustees will include in the standard terms and condition of the hire of the Village Hall obligations on hirers not to use the hall for any event or purpose or permit attendees to act in any way which promotes inequality, discrimination or oppression.
- 5) The Trustees will ensure employees, volunteers and colleagues are treated in accordance with this policy.
- 6) A Trustee will take specific responsibility for the implementation of this policy and provide guidance and advice to fellow Trustees, employees, volunteers and hirers of the Hall.

Specific Commitments

The Trustees give, where reasonably practical, the following specific commitments to:

- 7) Remove barriers which make it difficult for disabled persons to use the Hall.
- 8) Encourage disabled persons to participate in events.
- 9) Ensure design of publicity and information takes account of the needs of disabled persons.
- 10) Insert in the Terms of Hire, requirements of Hall hirers which challenge inequality, discrimination etc.
- 11) Encourage people from under-represented groups to attend and participate in the activities in the Village Hall.

General Commitments

The Trustees will work to ensure:

- 12) People are treated with dignity and respect regardless of the group to which they belong.
- 13) People's feelings and views are valued and respected. Language or humour that people find offensive will not be used or tolerated.
- 14) No one will be harassed, abused or intimidated on the grounds that they belong to a particular group. All such incidents will be taken seriously and investigated quickly, impartially, thoroughly and confidentially.

For further information contact Glenn Houchell at glenn.houchell@gmail.com