

Equality and Diversity Policy

Purpose

This policy defines how Needingworth Village Hall Trust ensures fair treatment of any individuals that interact with the Trust and evidences our commitment to recognising that everyone has a contribution to make to our society and a right to equal treatment.

This policy reinforces our commitment to providing equality and fairness to all in our hirers and volunteers and to avoid less favourable facilities or treatment on the grounds of Age, Gender, Race, Disability, Religion or belief, Sex, Sexual orientation, Gender reassignment, Marriage and civil partnerships, Pregnancy and maternity. We are opposed to all forms of unlawful and unfair discrimination.

Signed: (On behalf of the Trust) Debbie Williams

Position: Chair

Date adopted and signed: confirmed in monthly committee meeting on the 21st November 2024.

This document will be reviewed bi-annually or when changes occur which may impact the policy e.g. change in definition as in statute.

The next review is due on the 21st November 2027

Principles

The Trust aims to:

- ensure that no committee member, volunteer, organisation or individual to whom we provide services will be discriminated against by us on any unfair grounds whatsoever.
- foster awareness of prejudices in all who work or volunteer for and with the Trust and encourage the removal of such prejudices.
- ensure that committee members and volunteers working with individuals and with organisations for which the Trust provides services to, do not suffer discrimination and where this occurs, the Trust commits itself to taking positive action against such discrimination.
- ensure that no person receives less favourable consideration than others in the selection of members or in the recruitment of volunteers.

The Trust is committed to:

- cultivating an inclusive atmosphere, ensuring that equal opportunity for all and encouraging best practices for individuals and groups engaged in committee activities.

The Trust will ensure it:

- promotes awareness of the rights and needs of people from minority groups and enables all people to have access to the village halls services.
- reflects a range of needs and interests which encompass people who may otherwise be disadvantaged.

Service provision:

The Trust is committed to actively ensuring that its interactions with hall user groups and individuals align with the principles of this Equal Opportunities Policy. This will be effected by engaging with groups and individuals with specific requirements; the Trust will ascertain opportunities for enhancing its facilities to meet their needs. This includes ensuring that all committee representatives are familiar with, comprehend, and adhere to this Equal Opportunities Policy.

Responsibilities:

The Trust is responsible for the implementation and monitoring of this Equal Opportunities Policy and will ensure that all members of the Trust, whether paid or unpaid, clearly understand and practise the principles contained in this policy including the use of discriminatory language.

The Trust will:

- co-operate with measures introduced by the Trust to ensure and promote equal opportunities.
- draw to the attention of the Trust any suspected acts of discrimination.
- will not victimise anyone who has provided information about discrimination.

It shall be the responsibility of the Trusts Vice-Chair to keep the Trust fully up to date with developments or difficulties relating to the implementation of this policy.

The community's responsibilities:

All hirers, volunteers 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.