

KILHAM VILLAGE HALL ASSOCIATION

EQUALITY AND DIVERSITY POLICY

Kilham Village Hall Management Committee acknowledges 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 the protected characteristics set out in the Equality Act 2010: disability; race and ethnicity; sex; sexual orientation; religion and belief; age, gender reassignment; marriage and civil partnership or pregnancy and maternity.

The committee acknowledges that members of these groups are often under-represented, exposed to prejudice and stereotyping, and suffer various disadvantages within our society. The purpose of this statement is to set out clearly and fully the positive action that the Committee intends to take to combat direct and indirect discrimination in employment policy, management of the organisation, relationships with other bodies, and the services it provides to the community, community organisations, and individuals.

The Committee is committed to providing equality of opportunity in all areas of its work. It aims to overcome discrimination on the grounds mentioned above.

The Equal Opportunities Policy will be implemented ensuring equality of provision in representation, service provision, appointment of staff and volunteers and their conditions of service and access.

The Aims of the Committee

Our aim is to ensure that we become aware of discrimination and the problem it causes.

We will challenge practices, legislation and institutions, which seek to discriminate against or deny the rights of individuals or groups in any form.

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

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

The Equal Opportunities Policy and Code of Practice

The Committee acknowledges the definitions of various groups of people who are vulnerable to discrimination as set out in the Equality Act 2010. The committee will support and implement the legislation and will work to ensure that no person protected by the legislation is discriminated against unlawfully, and that any positive obligations and duties are performed. The committee gives the following specific commitments.

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The Committee will:

- where reasonably practical, widen accessibility by removing barriers which make it difficult for people with disabilities to use the hall.
- ensure that the design of publicity and information take account of the needs of people with disabilities e.g. language used, print size.
- deal with any complaints of discrimination promptly, impartially, thoroughly and confidentially.
- ensure all staff, volunteers, hirers and committee members are aware of hall's policy on equality.
- ensure that the equal opportunities policy is monitored and reviewed regularly.
- challenge racism in any form and encourage its users to do the same.
- challenge sexist policies, practices and attitudes (including policies, practices and attitudes which may relate to sexual orientation and gender re-assignment) and encourage users to do the same.
- challenge age discrimination in policies, procedures and attitudes
- endorse the right of each individual to his or her own religious belief or the absence of a belief.
- encourage people from underrepresented groups to attend and participate in the activities of the hall.

The Code of Conduct

1. People will be treated with dignity and respect regardless of the group with which they identify.
2. People's feelings and views will be valued and respected. Language or humour that people find offensive will not be used or tolerated, e.g. racist jokes or derogatory terminology.
3. No one will be harassed, abused or intimidated on the grounds that they belong to a minority group. Incidents of harassment will be taken seriously and the committee will undertake investigations of any complaints quickly, impartially, thoroughly and confidentially.

Equality policy doc February 2020