



## EQUALITY AND DIVERSITY POLICY

### PRINCIPLES

Stainton Village Hall Committee recognises that everyone has a contribution to make to our society and a right to equal opportunity. We value diversity and will promote involvement and use of the hall by all members of our community. Individual differences and the contributions of all should be recognised and valued.

No organisation or individual to whom we provide facilities will be discriminated against by us on the grounds of:

- gender (including sex, marriage, gender re-assignment);
- race (including ethnic origin, colour, nationality and national origin);
- disability;
- sexual orientation;
- religion or belief;
- age;
- social background;
- geographical location.

Every user, hirer, volunteer, employee and visitor is entitled to be part of an environment that promotes dignity and respect to all. No form of discrimination, intimidation, bullying or harassment will be tolerated.

### POLICIES

Stainton Village Hall Committee aims to promote equal opportunities and eliminate discrimination and harassment by:

1. opposing all forms of unlawful and unfair discrimination;
2. ensuring all volunteers, hirers, employees and visitors are treated fairly and with respect;
3. ensuring the hall is accessible to people with disabilities;
4. providing facilities for people with disabilities to enable them to participate in activities;
5. ensuring that the design of publicity and information takes account of the needs of people with disabilities;
6. making committee appointment open to all;
7. ensuring all volunteers, hirers, employees and visitors have a legal and moral obligation not to discriminate and to report incidents of discrimination against any individual or group of individuals to the Committee
8. dealing with any complaints of discrimination or harassment promptly, impartially and confidentially.

## REVIEW

These policies will be reviewed annually following the AGM.

Stainton Village Hall Committee

March 2020