



EQUAL OPPORTUNITIES AND DIVERSITY POLICY

1) Our Policy

This document is the Equal Opportunities and Diversity Policy of Lower Holker Village Hall. We recognise that everyone has a contribution to make to our society and a right to an equal opportunity to do so.

We value diversity and will promote involvement and use of our village hall by all members of our community.

The Equality Act 2010 has specified 9 areas that are termed in the legislation as protected characteristics. These include (in no particular order):

- Age
- Disability
- Gender re-assignment
- Marriage & Civil Partnership
- Pregnancy & Maternity
- Race
- Religion or Belief
- Sex
- Sexual Orientation

Discrimination against someone because of any of the nine characteristics is against the law.

2) Forms of Discrimination

Discrimination can come in one of the following forms:

- direct discrimination - treating someone with a protected characteristic less favourably than others
- indirect discrimination - putting rules or arrangements in place that apply to everyone, but that put someone with a protected characteristic at an unfair disadvantage
- harassment - unwanted behaviour linked to a protected characteristic that violates someone's dignity or creates an offensive environment for them

- victimisation - treating someone unfairly because they've complained about discrimination or harassment

3) Our Aim

Lower Holker Village Hall aims to promote equal opportunities, eliminate discrimination and eliminate harassment through the following:

1. Opposing all forms of unlawful and unfair discrimination.
2. All employees, trustees, hirers and users of the village hall will be treated fairly and with respect.
3. Trustees appointment will be available to all.
4. All employees, trustees, hirers and users have a legal and moral obligation not to discriminate and to report incidents of discrimination against any individual or group of individuals to the VillageHall Secretary

4) Our Commitment

Lower Holker Village Hall Trustees have affirmed their commitment to the Equal Opportunity and Diversity Policy set out in this document and will work to develop and improve it. We are committed to:-

- * ensuring that every employee, trustee, hirer and user is entitled to be part of an environment that promotes dignity and respect to all
- * creating an environment in which individual differences and the contribution of all, are recognised and valued
- * make training available to all trustees and employees where appropriate
- * promote an inclusive culture for the communities we serve
- * where reasonably practical widen accessibility by removing barriers which make it difficult for people with disabilities to use the hall
- * 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 under-represented groups to attend and participate in the activities of the hall
- * That no form of harassment, bullying or victimisation will be tolerated. **Note:** A copy of Lower Holker Village Hall Safeguarding Policy including:- Harassment, Bullying and Victimisation, can be found on the notice board in the main foyer and is available on request from the Village Hall Secretary

5) Code of Conduct

1. People will be treated with dignity and respect regardless of individual protected characteristics or any factors which could risk people being treated differently to others.
2. Peoples feelings and views will be valued and respected.
3. Language and humour that people find offensive will not be tolerated, e.g. racist jokes or derogatory terminology.

4. Incidents of discrimination will be taken very seriously and any reports of discrimination will be investigated by the Trustees quickly, impartially, thoroughly and confidentially.

This Equal Opportunities and Diversity Policy will be reviewed annually.

Contacts:

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Caretaker: Mark Butterworth - 015395 58304

Signed by :

Paul Jenkison - Chair