

Worminghall Village Hall

Equality, Diversity & Inclusion Policy

Introduction

Worminghall Village Hall (“WVH”) is a community organisation with charitable status. It is managed by a Board of Trustees and run by a voluntary management committee, with the aid of additional volunteers.

WVH 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 gender, age, colour, race, nationality, racial or national origins, cultural heritage, disability, marital status, social background, sexual orientation, or geographical location. The trustees acknowledge 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 WVH intends to take to combat direct and indirect discrimination in management of the charity, relationships with other bodies and the services it provides to the community, community organisations and individuals.

Principles

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

WVH is committed to the equal opportunities set out in this document and will work to develop, improve, and monitor it.

Policy Statement

WVH acknowledges the definitions of various groups of people who are vulnerable to discrimination as set out in the Equality Act 2010. The trustees 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 trustees give the following specific commitments:

1. Where reasonably practical widen accessibility by removing barriers which make it difficult for people with disabilities to use the Hall.
2. Provide facilities for people with disabilities to enable them to participate in activities.
3. Ensure that the design of publicity and information take account of the needs of people with disabilities.
4. Deal with any complaints of discrimination promptly, impartially, thoroughly, and confidentially
5. Ensure all trustees, volunteers and hirers are aware of this policy.
6. Challenge racism in any form and encourage its users to do the same.

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7. Challenge sexist policies, practices and attitudes and encourage users to do the same.
8. Endorse the right of each individual to his or her own religious belief or the absence of a belief.
9. 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 to which they belong
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 vulnerable group. Incidents of harassment will be taken seriously, and the committee will undertake investigations of any complaints quickly, impartially, thoroughly, and confidentially.

Policy adopted: September 2021

All policies are reviewed annually as part of the AGM