



# Cliddesden Millennium Village Hall

## Equality and Diversity Policy

### Equality and Diversity Policy Statement of Intent

The Trustees of Cliddesden Village Hall acknowledge 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 Policy is to set out clearly and fully the positive action that the Trustees of Cliddesden Village Hall intend to take to combat direct and indirect discrimination in employment, management of the organisation, relationships with other bodies and the services it provides to the community, community organisations and individuals.

The Trustees of Cliddesden Village Hall are committed to providing equality of opportunity in all areas of its work. It aims to promote diversity by overcoming discrimination on the grounds mentioned above. The Equality and Diversity Policy will be implemented ensuring equality of provision in representation, service provision, appointment of staff and their conditions of service and access.

### The Aims of the Trustees

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

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

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

### The Equal Opportunities Policy and Code of Practice

The Trustees acknowledge 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 of Cliddesden Village Hall will:

- Where reasonably practical widen accessibility by removing barriers which make it difficult for people with disabilities to use the Hall.
- Provide facilities for people with disabilities to enable them to participate in activities.
- Ensure that the design of publicity and information take account of the needs of people with disabilities.
- Deal with any complaints of discrimination promptly, impartially, thoroughly and confidentially.
- Ensure all staff, hirers and trustees are aware of the Hall's Equality and Diversity Policy.
- Ensure that the Equality and Diversity Policy is monitored and reviewed annually.



- Challenge racism in any form and encourage its users to do the same.
- Challenge sexist policies, practices and attitudes and encourage users to do the same.
- Support the right of each individual to his or her own religious belief or the absence of a belief.

### **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 or sexist jokes or derogatory terminology.
3. No-one will be harassed, abused or intimidated 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. Incidents of harassment will be taken seriously and the committee will undertake investigations of any complaints quickly, impartially, thoroughly and confidentially.

### **Review**

This policy will be reviewed every three years. Approval and adoption of this policy will be recorded in the minutes of the meeting of the Trustees of Cliddesden Hall.