

Hewish and Puxton Village Hall

Managed by Hewish & Puxton Village Hall Ltd (hereinafter referred to as 'The Management')
A Company Limited by Guarantee : Registered Charity Number 1178504

Equality and Diversity Policy

Introduction

Hewish and Puxton Village Hall (Hereinafter referred to as 'The Hall') is committed to encouraging a supportive and inclusive culture amongst its community by creating a positive place where everyone can experience an environment which is safe, enjoyable and respectful.

This policy reinforces our commitment to providing equality and fairness to all of our hirers and volunteers and to avoid less favourable facilities or treatment on the grounds of age, disability, gender, marriage and civil partnership, pregnancy and maternity, race, ethnic origin, colour, nationality, national origin, religion or belief, or sex and sexual orientation. We are opposed to all forms of unlawful and unfair discrimination.

Hewish and Puxton Village Hall's Commitment

Our aim is to ensure that all hirers and volunteers are given equal opportunity and that our organisation is representative of all sections of society.

All hirers and volunteers will be treated fairly and with respect. We will provide help and encouragement to all persons involved with The Hall and its management to develop their full potential and utilise their unique talents.

When we select candidates for The Management or other volunteer positions, it will be on the basis of their aptitude and ability.

We are committed to:

- Creating an environment in which individual differences and the contributions of everyone are recognised and valued.
- Creating an environment that promotes dignity and respect for everyone.
- Not tolerating any form of intimidation, bullying, or harassment, and to avoid hiring the facility to those who breach this policy.
- Making training available to all volunteers where appropriate
- Promoting an inclusive culture for all our community and the people we serve.
- Encouraging anyone who feels they have been subject to discrimination to raise their concerns so that we can apply corrective measures.
- Encouraging everyone to be treated with dignity and respect.
- Regularly reviewing all our practices and procedures so that fairness is maintained at all times.

We seek to promote diversity and inclusion and to respond to the needs of all individuals in a fair and equitable manner, whilst observing our commitment and responsibility to current legislation.

The community's responsibilities

All hirers, volunteers and event attendees at The Hall are required to assist us in meeting our commitments, to ensure equality, diversity and inclusion and avoid unlawful discrimination.

We consider acts of discrimination, harassment, bullying or victimisation as unacceptable behaviour and hirers supporting this behaviour will result in The Hall not be available for hire to them in the future.