



GREAT GLEN VILLAGE HALL

Main Street, Great Glen. LE8 9GG

Registered Charity 243104

Diversity and Equality Policy

Principles

The 1985 Governing Instrument for Great Glen Village Hall (GGVH) states that the object of the charity *shall be provision and maintenance of a Village Hall for the use of the inhabitants of the Parish of Great Glen (hereinafter called "the area of benefit") without distinction of political, religious or other opinions, including use for meetings, lectures and classes, and for other forms of recreation, with the object of improving the conditions of life for the said inhabitants.*

This statement is the heart of our policy.

The GGVH Management Committee is committed to equality and diversity in all aspects in everything that we do.

Our Policy is a framework to assist GGVH Committee in putting this Policy into practice.

The purpose of this Policy is to ensure that anyone engaging with GGVH is not treated less favourably as a result of having protected characteristics as identified by the Equality Act 2010. These are age, disability, gender, marriage status, religious beliefs, ethnicity, or national origin.

The GGVH Committee recognises that the community 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.

GGVH aims to provide a culture and environment which recognises difference, actively tackles barriers to inclusion and ensures that no individual or group is discriminated against.

This is a Revision and update of the Equal Opportunities Policy adopted 25/03/2024

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The purpose of this Policy is to set out clearly and fully the positive action that GGVH Committee intends to take to combat direct and indirect discrimination in employment policy, management of the organisation, relationships with other bodies, and the services it provides to the community, community organisations and individuals.

GGVH Committee is committed to providing equality of opportunity in all areas of its work. This Policy will be implemented ensuring equality of provision in representation, service provision, appointment of staff and their conditions of service and access.

The Aims

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

Therefore, we WILL: -

- challenge practices, legislation and institutions which seek to discriminate against or deny the rights of individuals or groups in any form.
- seek to take positive action to address the inequalities in our society.
- commit to this Diversity and Equality Policy and will work to develop, improve and monitor it.

The Diversity and Equality Policy Code of Practice

The GGVH Committee acknowledges the definitions of various groups of people who are vulnerable to discrimination as set out in the Equality Act 2010. The committee 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 committee gives the following specific commitments:

The GGVH Committee 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 e.g. the installation of an induction loop.
- ensure that the design of publicity and information take account of the needs of people with disabilities e.g. language used, print size.
- deal with any complaints of discrimination promptly, impartially, thoroughly and confidentially.

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- ensure all staff, hirers and committee members are aware of the Hall's policy on equality and Diversity.
- ensure that the Diversity and Equality 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 (including policies, practices and attitudes which may relate to sexual orientation and gender reassignment) and encourage users to do the same.
- 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 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

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