

FITTLEWORTH VILLAGE HALL CIO

EQUALITY POLICY

INTRODUCTION

The Trustees of Fittleworth Village Hall CIO acknowledge that the United Kingdom is diverse in culture, race, beliefs and religion and believe that, as reflected in the objects of the charity, 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 or sexual orientation. The Trustees acknowledge that members of these groups are often underrepresented, exposed to prejudice and stereotyping, and suffer various disadvantages within society and are committed to tackling any discrimination on these grounds in the operation of the Hall.

The purpose of this equality policy (the **Policy**) is to set out clearly and fully the positive action that the Trustees intend to take to combat direct and indirect discrimination in their management of the Hall.

APPLICABILITY

The Policy applies to all areas of the Hall's operations. It will be implemented so as to ensure equality of provision in representation, service provision, appointment of staff and their conditions of service, and access to the Hall.

STATEMENT OF INTENT

Our statement of general policy is to:

- be aware of discrimination and the problems it causes
- operate in accordance with the requirements of the Equality Act 2010 and our Code of Conduct
- take positive action to address inequalities arising in connection with the operation of the Hall and challenge practices which discriminate against or deny the rights of individuals or groups in any form, and
- monitor the operation of this Policy and review and revise it as necessary.

RESPONSIBILITIES FOR EQUALITY:

The Trustees are responsible for ensuring Fittleworth Village Hall CIO operates in accordance with the Equality Act 2010.

Those hiring the Hall also have responsibility for complying with the Equality Act as applicable.

ARRANGEMENTS FOR ENSURING EQUALITY

This section of the Policy outlines how the Trustees will meet the commitments made in the Statement of Intent and effectively implement them. It details the measures that will be put into place to ensure equality legislation is observed and diversity valued.

Accessibility

The Trustees will where reasonable:

- 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, and
- ensure that the design of publicity and information take account of the needs of people with disabilities.

Awareness and fostering of equality

The Trustees will:

- ensure all staff and Trustees are aware of equality law and the Policy by operating appropriate induction and training procedures
- operate in accordance with practices that are not discriminatory on the grounds of any protected characteristics, including when recruiting staff and hiring out the Hall
- challenge policies and practices that are discriminatory in this way when encountered in others
- support people from under-represented groups in organising and participating in activities at the Hall
- require those hiring the Hall to observe the requirements of the Equality Act as applicable, and
- deal with any complaints of discrimination promptly, impartially, thoroughly and confidentially.

Code of Conduct

The Trustees will operate in accordance with the following Code of Conduct:

1. People will be treated with dignity and respect regardless of any 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 and any such incidents of harassment will be taken seriously.
4. Diversity will be valued in all its aspects, not limited to the protected characteristics set out in the Equality Act.

Those hiring the Hall will be expected to conduct themselves similarly.

Lucy Wylde

Chairman of the Trustees

July 2019