**ORLINGBURY VILLAGE HALL EQUITY, DIVERSITY & INCLUSION POLICY**

**Equality Statement of Intent**

Orlingbury Village Hall trustees 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 statement is to set out clearly and fully the positive action that Orlingbury Village Hall trustees intend to take to combat direct and indirect discrimination in the management of the charity, relationships with other organisations and individuals.

**The Equity,diversity and inclusion Policy and Code of Conduct**

Orlingbury Village Hall 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 give the following specific commitments:

***Orlingbury Village Hall Trustees 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 any hirers and trustees are aware of the Hall’s policy on equality
* 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
* endorse the right of each individual to his or her own religious belief or the absence of a belief
* encourage people from under represented 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.

**The village hall management committee will carry out a bi-annual review of this policy.**

**Dated:01/03/2023**

**Signed:** 

**Print Name of Signature**: Susan Cole

Reviewed 13/03/2025

Bi-annual review due March 2027