

Etal Village Hall - Equality Statement.

Etal Village Hall Committee acknowledges that the United Kingdom is diverse in culture, race, beliefs and religion and believes that no individual or group of people should receive less favorable 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 committee acknowledges 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 the Committee intends to take to combat direct and indirect discrimination in the management of the organisation, relationships with other bodies, and the services it provides to the community, community organisations and individuals.

The Aims of the Committee

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

The Committee aims to challenge practices, legislation and institutions, which seek to discriminate against or deny the rights of individuals or groups in any form.

The Committee is committed to the equal opportunities policy set out in this document and will work to develop, improve and monitor it.

The Equal Opportunities Policy and Code of Practice

The 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 Committee will:

Where reasonably practicable widen accessibility by removing barriers which make it difficult for people with disabilities to use the hall.

Where reasonably practicable provide facilities for people with disabilities to enable them to participate in activities.

Consider the design of publicity and information to 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.

Ensure all hirers and committee members are aware of the hall's policy on equality.

Ensure that the equal opportunities policy is monitored and reviewed annually.

Welcome 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 humor 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.

Adopted by Etal Village Hall trustees January 2024

Reviewed: - January 2025, January 2026