

GILSLAND VILLAGE HALL – EQUAL OPPORTUNITIES POLICY

It is the policy of Gilsland Village Hall to treat all hall users fairly and equally regardless of their sex, sexual orientation, marital status, race, colour, nationality, ethnic or national origin, religion, age, disability or political beliefs. We take seriously our duty to protect users of the hall against direct or indirect discrimination.

Furthermore, the Management Committee will ensure that no requirement or condition will be imposed without justification which could disadvantage individuals purely on any of the above grounds.

Gilsland Village Hall is committed to everyone having their right to enjoy the facilities in an environment free from threat or intimidation, harassment and abuse. As such, all those involved in running the hall have a responsibility to oppose discriminatory behaviour and to promote equality of opportunity. Gilsland Village Hall Committee will deal with any incidence of discriminatory behaviour seriously.

Full compliance with the provisions of the Equality Act 2010 and all subsequent amendments will be expected from all those involved in running and using the hall. The managing committee recognizes that due to the age of the building disabled access, particularly the upstairs accommodation is presently difficult for some members of the community to access.

Gilsland Village Hall is committed to the implementation of this policy and to a programme of action to ensure that the policy is, and continues to be, fully effective. All hall hirers will be required to comply with the policy and to act in accordance with its objectives so as to remove any barriers to equal opportunity.

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.