

# Jubilee Hall Newton on the Moor

Charity Registration No: 1193440



## Equality, Diversity & Inclusion Policy

### Version Control:

Version	Date	Revision Author	Version Comments	Approval date	Review date
2.0	January 2024	Alison Cowen	Revised document		January 2025
2.1	February 2025	Alison Cowen	Document reviewed and updated		February 2026
2.2	February 2026	Alison Cowen	Document reviewed by all trustees. No changes.	03/02/26	February 2027

### 1. Purpose

The Newton on the Moor Jubilee Hall Trustees are committed to encouraging equality, diversity and inclusion within our organisation, and eliminating unlawful discrimination.

The aim is for our volunteers and service users to be truly representative of all sections of society, and for each individual to feel respected and able to give their best. 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 Trustees of the Newton on the Moor Jubilee Hall intend 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.

The Trustees of the Newton on the Moor Jubilee Hall are committed to providing equality of opportunity in all areas of its work. It aims to overcome discrimination on the grounds mentioned above.

### 2. The Policy

The Trustees of the Newton on the Moor Jubilee Hall acknowledges its responsibility to not unlawfully discriminate against those with a protected characteristic as set out in the Equality Act, 2010. The 9 protected characteristics are:

- Age
- Disability
- gender reassignment
- marriage or civil partnership

- pregnancy and maternity
- race
- religion or belief
- sex
- sexual orientation

### **3. Procedures & Commitments**

#### **The organisation commits to:**

1. Encourage equality, diversity and inclusion within the organisation, with service users and volunteers.
2. Create an environment free of bullying, harassment, victimisation and unlawful discrimination, promoting dignity and respect for all, and where individual differences and the contributions of all are recognised and valued.
3. Promote good practice with regard to equality of opportunity for organisations and individuals involved in the work of the Village Hall Trustees.
4. Take seriously complaints of bullying, harassment, victimisation and unlawful discrimination by fellow volunteers, service users, suppliers, visitors, the public and any others in the course of the organisation's activities.

All volunteers and hall users will be required to co-operate with the Trustees to ensure and promote equality, diversity and inclusion.

### **4. Reporting Procedures**

Any instance of discrimination of any kind is to be reported to a Trustee and will be referred to the Chair (unless the complaint involves the Chair directly in which case it should be referred to a committee officer, such as the Secretary or Treasurer).

