



EDITH BANKES MEMORIAL HALL

HIGH STREET, NORTHOP

REGISTERED CHARITY NO. 217747

Equal and Diversity Policy

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Next review due September 2025

Introduction

The trustees of the Edith Bankes Memorial Hall desire to promote and to fulfil its obligation to develop a facility that offers equality of opportunity for staff, volunteers and users. It is committed to encouraging equality and diversity among all stakeholders, and eliminating unlawful discrimination.

The promotion of equal opportunities will be intrinsic in all the activities of the hall. There is primary commitment to offer facility to all users without discrimination in any form. This will include, but not be exclusive to:

- Age,
- Disability
- Gender and gender reassignment
- Marriage and civil partnership
- Pregnancy and maternity
- Race (including colour, nationality, and ethnic or national origin)
- Religion or belief
- Sexual orientation

The same non-discriminatory ethos will apply to all those employed by, volunteering in or using the hall.

Background

1. The trustees will therefore seek to promote an understanding of the principles and practices of equality, and will take action to identify and remove all practices and procedures, which discriminate unfairly.
2. The trustees have formulated their own equality and diversity policy to combat discriminatory attitudes and practices whether these are expressed by individuals or through institutional practices and to not unlawfully discriminate because of the Equality Act 2010 protected characteristics of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race (including colour, nationality, and ethnic or national origin), religion or belief, sex (gender) and sexual orientation
3. The trustees aim to 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 staff are recognised and valued.
4. The trustees of the hall are committed to action which will ensure that ability in terms of relevant skills, aptitudes, experience and potential for the role and/or the use of the hall are the only criteria against which staff, volunteer and user will be assessed.

5. The Policy must influence behaviour and choices. Therefore, the Policy provides for Implementation, Training, Monitoring and Evaluation.
6. The Policy Statement and recommendations for action should not be seen as a rigid plan but as a developing programme, with new targets being set as progress is made.

Statement of Policy

1. The trustees of the hall will ensure that everyone, who seeks to use the hall, volunteer or work for the hall, shall receive fair and equal treatment, and only relevant skills, aptitudes and experience will be taken into account.
2. The trustees of the hall will take positive action to promote choice and opportunity for all staff, volunteers and users in accordance with the law.
3. The trustees of the hall will ensure support for its policy through the provision of adequate human, physical and financial resources.
4. The trustees of the hall will (as far as possible) include both all groups if appropriate, in keeping with the communities served by the hall.

Implementation and Monitoring

1. The trustees of the hall, through its scheduled meetings, will monitor the implementation of the Equality and Diversity Policy.
2. The policy will be reviewed and update every other year in September for approval at the AGM.
3. All staff, volunteers and users will be made aware of the requirement to adhere to this Policy, and will be expected to implement this Policy as part of their normal activities in the hall.
4. The trustees of the hall will establish procedures for monitoring all aspects of the Policy and provide the necessary resources and training to achieve this purpose.
5. The trustees of the hall will take seriously complaints of bullying, harassment, victimisation and unlawful discrimination by fellow employees, volunteers, customers, suppliers, visitors, the public and any others in the course of the organisation's activities.