

Stockbridge Town Hall CIO Equality & Diversity Policy

Approved by email vote following meeting of 15 April 2019



Stockbridge Town Hall is available to all members of the local community, and for activities serving the local community, as set out in the objectives of the CIO which state that:-

“The objects of the CIO are to establish and run a village hall and to promote for the benefit of the inhabitants of the Parish of Stockbridge (“area of benefit”) without distinction of sex, sexual orientation, age, disability, nationality, race or political, religious or other opinions the provision of facilities for recreation or other leisure time occupation of individuals who have need of such facilities by reason of their youth, age, infirmity or disablement, financial hardship or social and economic circumstances or for the public at large in the interests of social welfare and with the object of improving the conditions of life of the said inhabitants.”

Stockbridge Town Hall CIO 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 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 Stockbridge Town Hall CIO intends 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.

Stockbridge Town Hall CIO is committed to providing equality of opportunity in all areas of its work. It aims to overcome discrimination on the grounds mentioned above. The Equal Opportunities Policy will be implemented ensuring equality of provision in representation, service provision, appointment of staff and their conditions of service and access.

Aims

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

- Stockbridge Town Hall CIO will challenge practices, legislation and institutions, which seek to discriminate against or deny the rights of individuals or groups in any form.
- Stockbridge Town Hall CIO will seek to take positive action to address the inequalities in our society.
- Stockbridge Town Hall CIO is committed to the equal opportunities set out in this document and will work to develop, improve and monitor it.

The Equal Opportunities Policy and Code of Practice

Stockbridge Town Hall CIO acknowledges 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:

Stockbridge Town Hall CIO 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 information take account of the needs of people with disabilities
- Deal with any complaints of discrimination promptly, impartially, thoroughly and confidentially
- Ensure all staff, hirers and trustees are aware of the Hall's policy on equality
- Ensure that the equal opportunities policy is monitored and reviewed annually
- 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 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 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.

Review

This policy will be reviewed annually at the quarterly meeting of the Trustees at the beginning of each financial year.