



Equality, Diversity and Inclusion Policy

Purpose

- 1) Management Committee to encourage equality, diversity and inclusion and elimination of unlawful discrimination.
- 2) The Committee is to be truly representative of all sections of society and our customers. Each Trustee to feel respected and able to give their best.
- 3) Management Committee – in providing goods and/or services and/or facilities – is also committed against unlawful discrimination of hall users, hirers or the public.

Aims of the Committee

Provide equality, fairness and respect for all in our employment, whether temporary, part-time, full-time or voluntary.

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 and sexual orientation.

Oppose and avoid all forms of unlawful discrimination.

Commitment

Management Committee will:

- 1) Encourage equality, diversity and inclusion as they are good practice and make business sense.
- 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 Trustees and volunteers are recognised and valued.
- 3) Commit to training Trustees about their rights and responsibilities under the equality, diversity, and inclusion policy. Responsibilities include Trustees conducting themselves to help the organisation provide equal opportunities and prevent bullying, harassment, victimisation and unlawful discrimination.
- 4) Ensure Trustees understand they can be held liable for acts of bullying, harassment, victimisation and unlawful discrimination, in the course of their duties against fellow Trustees and volunteers, customers, suppliers and the public.
- 5) Take seriously complaints of bullying, harassment, victimisation and unlawful discrimination by fellow employees, customers, suppliers, visitors, the public and any others in the course of the organisation's work activities. Such acts will be dealt with as misconduct and appropriate action will be taken. Particularly serious complaints could amount to gross misconduct and lead to dismissal without notice. Note. Further, sexual harassment may be a criminal matter, such as in sexual assault allegations. In addition, harassment under the Protection from Harassment Act **1997** – which is not limited to circumstances where harassment relates to a protected characteristic – is a criminal offence.
- 6) Monitor the make-up of the Management Committee regarding information such as age, sex, ethnic background, sexual orientation, religion or belief, and disability in encouraging equality, diversity and inclusion, and in meeting the aims and commitments set out in the equality, diversity and inclusion policy.
- 7) Monitoring will also include assessing how the equality, diversity and inclusion policy, and any supporting action plan are working in practice, reviewing them annually, and considering and taking action to address any issues.

Approved by Trustees April 2021