

Monk Sherborne Village Hall Committee

Equality and Diversity Statement of Intent

The Monk Sherborne Village Hall Committee acknowledges that the United Kingdom is diverse in culture, race beliefs, sexual orientation and religion. It 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 committee acknowledges that members of these groups are sometimes 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 our Committee intends to take to combat direct and indirect discrimination.

The Monk Sherborne Village Hall Committee is committed to treating all people equally and with respect irrespective of their age, disability, gender reassignment, marriage or civil partnership, pregnancy or maternity, race, religion or belief, sex, or sexual orientation”.

The Monk Sherborne Village Hall Committee is committed to providing equality of opportunity in all areas of its work and functions.

The Aims of the Committee

The Committee shall be vigilant and aware of potential situations which may give rise to an individual/group of individuals suffering any form of discrimination.

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

The Committee will challenge practices, legislation and institutions, which seek to discriminate against or deny the rights of individuals or groups in any form.

The Committee is committed to the equal opportunities policy set out in this document and will work to develop, improve and monitor it.

The Equal Opportunities Policy and Code of Practice

The Monk Sherborne Village Hall Committee acknowledges the definitions of various groups of people who are vulnerable to discrimination as set out in the Equality Act 2010. The committee 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 committee gives the following specific commitments.

The Monk Sherborne Village Hall Committee will:

- where reasonably practical widen accessibility by removing barriers which make it difficult for people with disabilities to use the hall.
- ensure that the design of publicity and information take account of the needs of people with disabilities e.g. language used, print size.
- deal with any complaints of discrimination promptly, impartially, thoroughly and confidentially.
- ensure all staff, hirers and committee members are aware of 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 (including policies, practices and attitudes which may relate to sexual orientation and gender re-assignment) and encourage users to do the same.
- challenge age discrimination in policies, procedures and attitudes
- 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.

Our 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.

Dealing with discrimination and harassment

If any member of the public feels they have been discriminated against by the Committee or harassed/discriminated against at a committee event they should raise this with the committee at the earliest opportunity.

The committee will investigate the complaint, listening to all members involved. (If the complaint is against a committee member, that member will not be part of conducting the investigation).

If the complaint is against a particular individual, this person will have the opportunity to express their point of view, accompanied by a friend. The person making the complaint will also have this opportunity.

If the complaint is against the Committee as a whole, the Committee must work to ensure that such discrimination is not repeated in the future, and must inform the members of how they propose to do this.

Any decision to exclude a person from the village hall and its functions due to discriminatory or harassing behaviour will be made with reference to the Equality and Diversity statement. The Committee will support people who feel they have been harassed or discriminated against, and will not victimise or treat them less well because they have raised this.

Please see document: MSVH Complaints Procedure 2018.

This policy was adopted at the meeting of the Monk Sherborne Village Hall Committee on 25th April 2018 and will be reviewed every 2 years.