

Kirton & Falkenham Village Equality, Diversity & Inclusion Policy

1. Policy

1.1. The Village Hall Management Committee is firmly committed to striving for equality of opportunity. The policy applies to all matters relating to employment and services affecting individuals and groups whether they are actual or potential employees, volunteers or users.

2. Statement Underpinning the Policy

2.1. The Village Hall Management Committee recognises that certain groups and individuals experience the negative effects of discrimination, which lead to unequal access to communal resources and services. This restricts opportunities for people and groups to be involved in their communities. The Village Hall Management Committee acknowledges the need to broaden the use of its facilities and service, and is committed to converting their Equality, Diversity & Inclusion (EDI) Policy into good practice.

2.2. To this end, it will oppose actively all forms of unlawful discrimination and will take positive steps to implement policies and practice which will counter direct and indirect discrimination on the grounds of race, gender, sexuality, disability, age, ethnic origin, nationality, commitment to dependants, religion, marital status, class or employment status.

3. Context

3.1. The EDI Policy will provide the working framework which will guide practice. It is set within the legal context of the 2010 Equality Act, the requirements of which are complied with.

4. Implementation

4.1. The Management Committee will not discriminate against employees, volunteers and service providers.

4.2. The Management Committee will not discriminate against individual hirers, users or groups when considering taking bookings to use the Village Hall or whilst they are using the facilities.

4.3. The Management Committee will work actively to make the premises fully accessible to not only the disabled, but to the elderly, young people, parents with pushchairs and suppliers making deliveries.

4.4. The Management Committee will undertake to encourage activities that reflect the cultural needs of different groups.

4.5. The development, implementation, monitoring and review of this EDI Policy is an ongoing process designed to ensure good practice.

4.6. Within resource constraints, the Village Hall Management Committee will work towards improving the quality of life of all employees, volunteers, users and hirers of the facilities.

4.7. The Management Committee takes all complaints seriously, and any complaints relating to failure to adhere to this Policy shall, in the first instance, be reported to the Chair. The Chair will seek approval from the Management Committee for any actions proposed which arise from such complaints.

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