

Marton and Normanby Village Hall

Equality, Diversity and Inclusion Policy

Marton and Normanby Village Hall Committee is committed to encouraging equality, diversity and inclusion within our community and eliminating unlawful discrimination. Our aim is to be truly representative of all sections of society and for each individual to feel respected and able to give their best. We are also committed against unlawful discrimination of our service users.

This policy's purpose is to:

- Provide equality, fairness and respect for all
- Not unlawfully discriminate against protected characteristics in the Equality Act 2010 of
age
disability
race
sex
gender choice
marriage or civil partnership
religion or belief

The Committee commits 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 are recognised and valued
- Promote good practice with regard to equality of opportunity for individuals involved in the work of the Committee.
- Take seriously complaints of bullying, harassment, victimisation and unlawful discrimination by fellow volunteers, service users, suppliers, visitors, the public and any others in the course of the organisation's activities.

All volunteers and service users:

- Will be required to co-operate with the Committee to ensure and promote equality of opportunity
- Will neither practice any form of discrimination nor use discriminatory language
- Will draw to the attention of the Committee any suspected acts of discrimination
- Will not victimise anyone who has provided information about discrimination.

Grievance Procedures

Any instance of discrimination of any kind is to be reported to a member of the Committee and must then be referred to the Chair (unless the complaint involves the Chair directly).

Review

All policies are reviewed after the AGM and formation of a new committee in April each year,