

Title:	Equality and Diversity Policy
Date Approved by Management Committee:	Jan 2025
Review Date	Jan 2026

## **Introduction**

Balsall Common Village Hall (BCVH) is committed to encouraging a supportive and inclusive culture amongst its community by creating a positive place where everyone can enjoy an environment which is safe, enjoyable and respectful, and by facilitating access to the premises by all.

This policy reinforces our commitment to providing equality and fairness to all our hirers and volunteers and to avoid less favourable facilities or treatment on the grounds of age, disability, gender, marriage and civil partnership, pregnancy and maternity, race, ethnic origin, colour, nationality, national origin, religion or belief, or sex and sexual orientation. We are opposed to all forms of unlawful and unfair discrimination.

## **BCVH's Commitment**

Our aim is to ensure that all hirers and volunteers are given equal opportunity and that our organisation is representative of all sections of society.

All Trustees, Committee Members, hirers and volunteers will be treated fairly and with respect.

When we select candidates for the Management Committee or other volunteer positions, it will be on the basis of their aptitude and ability.

We are committed to:

- Creating an environment in which individual differences and the contributions of everyone are recognised and valued.
- Creating an environment that promotes dignity and respect for everyone.
- Not tolerating any form of intimidation, bullying, or harassment, and to avoid hiring the facility to those that breach this policy.
- Promoting an inclusive culture for all our community and the people that we serve.
- Encouraging anyone who feels they have been subject to discrimination to raise their concerns so we can apply corrective measures.
- Encouraging everyone to be treated with dignity and respect.
- Regularly reviewing all our practices and procedures so that fairness is maintained at all times.

We seek to promote diversity and inclusion and to respond to the needs of all individuals in a fair and equitable manner, whilst observing our commitment and responsibility to current legislation.

## **The community's responsibilities**

All hirers, volunteers and village hall event attendees are required to assist us in meeting our commitments, to ensure equality, diversity and inclusion and avoid unlawful discrimination. We consider acts of discrimination, harassment, bullying or victimisation as unacceptable behaviour and hirers supporting this behaviour will result in the hall not being available to hire to those persons in the future.

## **Grievances**

If you consider that you may have been unlawfully discriminated against, you may contact [chairman@balsallcommonvillagehall.org.uk](mailto:chairman@balsallcommonvillagehall.org.uk) [phone details available on the website <https://www.balsallcommonvillagehall.org.uk>] or any member of the committee to make a complaint.