

Woodgreen Village Hall

Charity Registration Number 1189784

Equality and Diversity Policy

This document is the Equality and Diversity Policy of Woodgreen Village Hall. The Trustees and Management Committee recognise that the United Kingdom is diverse in culture, race, beliefs and religion and believes that no individual or group of people should receive less favourable treatment on the grounds of gender, age, race, cultural heritage, disability, marital status, social background or sexual orientation. The committee acknowledges that members of these groups may be under-represented and exposed to prejudice, stereotyping and discrimination. The purpose of this policy is to set out the positive action that the committee intends to take to eradicate direct and indirect discrimination in the management of the village hall, relationships with other bodies and the services we provide to the community, community organisations and individuals who hire or use the village hall or work there.

The Management Committee is committed to providing equality of opportunity in all areas of its work. This policy will be implemented to ensure equality of provision and respect for diversity in representation, service provision, engagement of staff, contractors and volunteers and conditions of use and access.

Aims

We aim to ensure that the Management Committee and all users of the village hall are aware of discrimination and understands its implications. We will challenge practices that seek to discriminate against or deny the rights of individuals or groups in any form. We will seek to take positive action to address inequalities in our community. We are committed to the equality and diversity policy set out in this document and will work to develop, improve on and monitor it.

Code of Practice

The Management Committee acknowledges the definitions of groups of people vulnerable to discrimination as set out in the Equality Act 2010 and will work to support and implement the legislation and ensure that no person protected by the legislation is discriminated against and that positive obligations and duties are performed.

The following specific commitments are given:

- where reasonably practicable, removing barriers which make it difficult for people with disabilities to access or use the hall.
- ensuring that the design of publicity and information takes account of differing needs and abilities.
- dealing with any complaints of discrimination promptly, impartially, thoroughly and confidentially.
- ensuring all users of the hall are aware of this policy by making it easily accessible and referring to it in booking documentation.
- challenging racism and ageism in any form and challenge sexist policies, practices and attitudes which may relate to sexual orientation and gender re-assignment and encouraging users to do the same.
- endorsing the right of everyone to his or her own religious belief or the absence of a belief.

- encouraging people from under-represented groups to attend and participate in the activities of the hall.

Code of Conduct

People will be treated with dignity and respect regardless of age, gender, sexuality, race, disability, ethnicity, nationality, religion, marital status, class or employment status.

People's views and feelings will be valued and respected. Language or humour that people find offensive will not be used or tolerated.

No-one will be harassed, abused or intimidated on the grounds that they belong to a vulnerable or minority group.

Woodgreen management Committee

September 2025