



Newton in Cartmel Equal Opportunity and Diversity Policy and Procedure

Why it's important

Newton in Cartmel Village Hall Management Committee is committed to encouraging to creating and supporting a positive place where everyone can enjoy an environment which is safe, enjoyable and respectful. In addition we want to ensure that the hall fulfils its legal duties in terms of equality and diversity, and its responsibilities to the overall purpose of the hall as contained in its Trust deed, which is to improve the life of the inhabitants of the community.

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.

What we will do

- We will create and maintain an environment which is inviting, and promotes dignity and respect for everyone.
- We will encourage everyone to recognise, value and respect diversity and individual needs, regardless of which group they belong.
- Every possible step will be taken to ensure all users are treated equitably.
- Racist and other discriminatory behaviour such as intimidation, bullying, or harassment, should be challenged as and when it arises. We will avoid hiring the facility to those that breach this policy.
- Encouraging anyone who feels they have been subject to discrimination to raise their concerns so we can apply corrective measures.
- We will endeavour to ensure our management committee is representative of all sections of our community.

Monitoring, Evaluation and Review

- The Newton in Cartmel Village Hall Management Committee will annually review any issues raised under this policy at their ordinary meetings to inform their policies, and practice to ensure the continued improvement in the services provided.

Date agreed May 22

Reviewed May 23

Next review May 24