

Campsea Ashe Victory Hall

Equal Opportunities and Diversity Policy

Introduction

Campsea Ashe Village Hall is community owned, administered by trustees (known as the Village Hall Committee). It is run by an elected committee of unpaid volunteers, and exists for any member of the village and the surrounding area to make use of via clubs, social groups, events and gatherings run by both the hall committee or by independent groups. It is also available for hire to groups and individuals.

Scope

This policy applies to everyone associated with Campsea Ashe Village Hall.

Purpose

Campsea Ashe Village Hall volunteers and supporters are committed to valuing and promoting diversity in the provision of the facility, and all the events organised in the Village Hall. The Management Committee promotes an environment that is based on inclusiveness; where all users can benefit from the facility and any organised events irrespective of their race, gender, marital status, age, disability, religious belief, political opinion, or sexual orientation.

Philosophy

Diversity is the valuing of the differences between people, in addition to complying with the law. As a charity, Campsea Ashe Village Hall Committee acknowledges the additional benefits generated by encouraging diversity. The committee welcomes users from the village, the wider community, and encourages any person to attend committee meetings. There is the intention to share the running and management of the hall, and to benefit all of the community by continuing to maintain the facility, and provide events and initiatives locally.

Why is Diversity important?

It is essential that the village hall attracts people who can benefit from it and its associated events, and in turn promote the cohesion of the community and the future of the Village Hall. The wider community is an increasingly diverse society, and that diversity is reflected and valued in the planning and organisation, promotional activity and events delivery.

There are a number of laws that set out how people should act. Relevant and important ones are:

- Sex Discrimination Act 1975
- Race Relations Act 1976 - as amended by the Race Relations (Amendment) Act 2000

- Disability Discrimination Act 1995
- Equality Act 2006

Implementation

Responsibilities of Committee Members and Village Hall Representatives

- To value diversity in society as a means of broadening the user group and management committee, and through this achieving the maximum we are able to for the Village Hall and the local community.
- To not tolerate unacceptable behaviour, but foster an environment in which all users and committee members are confident to raise concerns and have them dealt with quickly, sensitively and effectively.
- To identify the various forms of behaviour and barriers that discrimination can take, and understand the negative effect these can have on the reputation of the Village Hall and the community.
- To monitor the application of this Policy, preventing any discriminatory practices which may be limiting the Village Hall's ability to achieve its aims, thereby enhancing our reputation as a fair and responsible provider and organiser in the eyes of its users and suppliers.
- Individual Committee members have a responsibility to support the aims of the Policy, and to ensure that the principles of Diversity are applied in their behaviour and dealings with others. Deliberate breaches of this policy will be addressed by the committee.
- To comply with the letter and spirit of this policy.

Responsibility of the Village Hall User (included events organised by the Village Hall)

- To be aware of the various behaviours and barriers that discrimination can take, and understand the negative impact these can have on the Village Hall's reputation and its users.
- To be sensitive to the potential impact of their own behaviour on other users.
- To seek clarification from a member of the Village Hall Committee if they are unsure.
- To co-operate with members of the management committee in the prevention of any discriminatory practices that may be identified.
- To comply with the letter and spirit of this policy

Procedure

The benefits and requirements of adopting the spirit of this policy should be seen in the following areas:

- Facilities provided by the Village Hall

- Planning of events
- Promotion of events
- Delivery of events

Every effort should be made to attract users from all sections of society.

Complaints

If any user or committee member believes that they have been unfairly discriminated against they should make a complaint to the Chairperson of the Committee. It is the intention of the Village Hall Committee that any allegation will be taken very seriously. A thorough investigation will be conducted. Any complaint relating to the Chairperson should be made to the Vice Chairperson (contact information can be obtained for the Committee Secretary or the Campsea Ashe website at www.campseaashe.onesuffolk.net)

Monitoring

The Management Committee maintains relevant minutes of decisions taken in the running of the Village Hall and events. It is the responsibility of all users and committee members to apply and monitor the application of the Diversity Policy. Following a full investigation the Village Hall Committee will review any potentially discriminatory practices identified and take what action they are able to, to prevent them reoccurring.

Alterations and Amendments to this Policy

This policy is reviewed on an annual basis at the meeting following the Annual General Meeting and amended where appropriate.

Signed: Maria Martin (Chair Campsea Ashe Village Hall Committee)

Date: Sept 2015