



BOROUGH GREEN VILLAGE HALL – EQUALITY, DIVERSION AND INCLUSION POLICY

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INTRODUCTION

Borough Green Village Hall Management Committee (BGVHMC) is committed to encouraging equality, diversity and inclusion and eliminating unlawful discrimination. The aim is for the Committee to be truly representative of all sections of society and hall visitors, and for all to feel respected.

POLICY PURPOSE

This policy reinforces BGVHMC commitment to providing equality and fairness to all in the Committee, 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. BGVHMC are opposed to all forms of unlawful and unfair discrimination.

COMMITMENT AND MANAGEMENT COMMITTEE RESPONSIBILITIES

BGVHMC is committed to encouraging a supportive and inclusive culture amongst the community by creating a positive place where everyone can enjoy an environment which is safe, enjoyable and respectful.

BGVHMC is to ensure that all hirers and volunteers are given equal opportunity and are representative of all sections of society.

All hirers and volunteers will be treated fairly and with respect.

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

BGVHMC 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.
- Making training available to all volunteers where appropriate
- 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 BGVH practices and procedures so that fairness is always maintained.

BGVHMC 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.



COMMUNITY RESPONSIBILITIES

All hirers, volunteers and village hall event attendees are required to assist BGVHMC in meeting its commitments, to ensure equality, diversity and inclusion and avoid unlawful discrimination.

BGVHMC 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 OR COMPLAINTS

If anyone considers that they may have been unlawfully discriminated against, they may contact the committee Chairperson or any member of the committee to make a complaint in line with the BGVH Complaints Policy.

Dated: 26 April 2024