

QUANTON MEMORIAL HALL

Diversity, Equality & Inclusion Policy

Quanton Memorial Hall is a village hall, managed by members of the community, for the benefit of the whole village. It is run by a committee of unpaid volunteers and provides facilities for individuals, local clubs, social groups and community services, for the benefit of the residents of Quanton. Quanton Memorial Hall Committee values our diverse community, and is committed to providing equality of opportunity in all areas of its work, including management of the hall, the provision of services, including access to the building, employment and relationships with other individuals or organisations.

Scope

This policy applies to everyone associated with Quanton Memorial Hall, including the Management Committee and individuals and groups using the hall.

Legislation

The Committee acknowledges the definitions of various groups of people who are vulnerable to discrimination as set out in the relevant legislation. The Committee will implement the legislation and will work to ensure that no person protected by the legislation is discriminated against unlawfully, and that any positive obligations and duties are performed.

The Aims of the Committee

- * Our aim is to be an inclusive organisation, and ensure our organisation is open to all.
- * Our aim is to be aware of discrimination and the problem it causes.
- * Our aim is to ensure there is no direct or indirect discrimination arising from our activities.
- * Our aim is to ensure all users can benefit from the facility and the events irrespective of age, race, gender, disability, religious belief, and sexual orientation

The Committee gives the following specific commitments.

- * People will be treated with dignity and respect regardless of the group to which they belong.
- * People's feelings and views will be valued and respected. Language or humour that people find offensive will not be used or tolerated, e.g. racist jokes or derogatory terminology.

- * We will not tolerate unacceptable behaviour
- * We will encourage users and committee members to identify and report concerns relating to discrimination, including harassment.
- * Concerns and complaints will be investigated sensitively, quickly and effectively.
- * The Committee will monitor the application of this policy and take effective steps to prevent any discriminatory practices.
- * Discussion, decisions and actions relating to the Diversity, Equality & Inclusion Policy will be recorded in the minutes of the meetings of the Committee.
- * The Committee will review and monitor the building and all its policies and procedures, including conditions of hire, to ensure full compliance with the legislation and to promote good practice where possible.
- * The Diversity, Equality & Inclusion Policy will be reviewed every two years and amended where appropriate.

Adopted on: 28 May 2013

Last reviewed: May 2024

Next review due: May 2026

Table of amendments

Date	Amendment
May 2017	Review amended to 'annually' rather than 'annually at the AGM'
May 2018	No amends required
May 2019	No amends required
May 2020	No amends required
May 2021	No amends required
May 2022	No amends required
May 2023	Policy renamed (was Equal Opportunities Policy, now Diversity, Equality & Inclusion Policy)
May 2024	Review frequency amended to 2 years