Bishop Middleham Village Hall

EQUALITY AND DIVERSITY POLICY

Philosophy

The Trustees of Bishop Middleham Village Hall ('the Village Hall') recognise that everyone has a contribution to make to our society and a right to equal opportunity. We value diversity and will promote engagement and use of the Hall by all members of our community.

Principles

No member, volunteer, organisation or individual, to which we provide facilities will be discriminated against on the grounds of:

- Gender (including but not limited to, sex, marriage, gender reassignment)
- Race (including but not limited to, ethnic origin, colour, nationality, and natural origin)
- Disability
- Sexual orientation
- Religion or belief
- Age
- Social background
- Geographical location

Procedures

We aim to promote equal opportunities and eliminate discrimination and harassment by:

1. Opposing all forms of unlawful and unfair discrimination.
2. Ensuring all volunteers, hirers, employees, and visitors are treated fairly, equally and with respect.
3. Committee membership appointment will be available to all.
4. Ensuring all volunteers, hirers, employees, and visitors have a legal and moral obligation not to discriminate against any individual or group.
5. Any incident of discrimination or harassment must be reported to the Village Hall (a member of the Committee) at the earliest opportunity.
6. The Chair of the Trustees will undertake an investigation, report to the Committee, and any necessary action will be agreed and undertaken.

Our Commitment

To create an environment in which individual differences and the contributions of all are recognised and valued.

Every committee member, user, volunteer, hirer, employee, and visitor are entitled to be part of an environment that promotes dignity and respect to all. No form of intimidation, harassment or bullying will be tolerated.

This policy will be reviewed every 3 years.

Dated – 11th September 2026
To be reviewed annually