



## **Bishop Middleham Village Hall – Equality and Diversity Policy**

Bishop Middleham Village Hall is a CIO registered with the Charity Commission. RCN 1174380

### **PHILOSOPHY:**

Bishop Middleham Village Hall recognises that everyone has a contribution to make to our society and a right to equal opportunity. We value diversity and will promote involvement 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 sex, marriage, gender re-assignment);
- - Race (including ethnic origin, colour, nationality and national 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 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 and to report incidents of discrimination against any individual or group of individuals to the committee.

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

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

**This policy will be reviewed every 3 years.**