Donington Community Centre: Equal Opportunities and Diversity Policy

1. Statement of Commitment

The Donington Community Centre Management Committee is committed to fostering a welcoming and inclusive environment free from discrimination, harassment, and victimization. We believe in the principle of equal opportunity and are committed to ensuring that all users, hirers, volunteers, and Committee members are treated fairly and respectfully.

2. Policy Scope

This policy applies to all aspects of the Centre's operations, including:

- The provision of facilities for hire.
- The recruitment and treatment of volunteers and Committee members.
- The running of any Centre-organized activities or events.

The Centre is committed to ensuring that no person receives less favourable treatment on the basis of any protected characteristic, including:

- Age, Disability, Gender reassignment.
- Marriage and civil partnership, Pregnancy and maternity.
- Race (including colour, nationality, and ethnic or national origin).
- Religion or belief, Sex, and Sexual orientation.

3. Responsibilities Regarding Hirers and Access

1. **Fair Hiring Decisions:** Decisions regarding the hire of the Centre's facilities will be made objectively based on availability, suitability of the activity for the premises, safety, and adherence to the Terms and Conditions of Hire, **without reference to the protected characteristics of the organizer or their attendees.**
2. **Discrimination by Hirers:** The Centre will not tolerate discrimination, harassment, or victimization by any **Hirer** toward any other user, Centre volunteer, or member of the public while on the premises. Any such instances reported may lead to the termination of the hire agreement.

3. **Physical Access:** The Centre will take reasonable steps to ensure that the premises remain accessible to all users, adhering to legal requirements regarding disability and accessibility.

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4. Responsibilities Regarding Volunteers and Committee Members

1. **Recruitment:** All Committee and volunteer roles will be filled based solely on the applicant's ability, skills, and suitability for the role.
2. **Training:** The Committee will ensure that members are aware of their responsibilities under this policy, particularly concerning safeguarding and treating all members of the community fairly.
3. **Conduct:** All Committee members are expected to uphold the principles of this policy and the Committee Code of Conduct at all times, demonstrating respect for diversity within the community.

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5. Complaints and Breaches

1. **Reporting:** Any individual—whether a hirer, volunteer, or member of the public—who believes they have suffered discrimination, harassment, or victimization should report the matter immediately to the **Centre's Committee Chair** or another non-involved Committee member.
2. **Investigation:** All formal complaints will be investigated promptly, thoroughly, and confidentially.
3. **Action:** If discrimination is confirmed, the Committee will take appropriate action, which may include disciplinary measures against volunteers, removal from the Committee, or termination of a hire agreement.
