

NORHAM PUBLIC HALL

Diversity, Equality and Inclusivity Policy

Statement of intent

Norham Village Hall Committee understands and accepts the UK legislation – Equality Act 2010. The concept of equality is that no person, or group of people, shall be put at a disadvantage or treated in any lesser way than others by reason of gender, age, racial origin or nationality, religion, disability, social status, sexual orientation or geographical location.

The committee will not tolerate discrimination in the undertaking of any of its responsibilities ensuring that any of those who work with us, who are contracted to carry out work under our instruction, who choose to hire the hall for community or private events, or who attend such events are all made welcome and offered the same terms, conditions and contracts as each other.

Should circumstances require it, the committee will take positive action to against any behaviour that suggests discrimination on any of the grounds laid out above.

The committee is committed to complying with legislation and will work to uphold it, develop good working practice to respect it and monitor its implementation within the scope of the committee's responsibilities. The committee will challenge discrimination of any description and will encourage hall users to do the same.

Code of Conduct

The committee has adopted the Code of Conduct recommended by Community Action Northumberland in line with the practice of other village halls in Northumberland as follows:

1. All people will be treated with dignity and respect regardless of the group to which they belong or which they represent.
2. The views and feelings of all those who come to work in, use or enjoy the hall will be valued and respected. The use of offensive or derogatory language or humour will not be tolerated.

3. The harassment, abuse or intimidation of any person, on the grounds that s/he belongs to a vulnerable group in society is unacceptable. Any episodes or incidents of such behaviour will be taken seriously and thoroughly, quickly and impartially investigated.

Recognition

The committee recognises that each of us is different and that we all have a valuable contribution to make to life in our community. We commit to work as an inclusive organisation and to encourage the learning from each other in order to achieve greater things together.

We recognise that people of different ages, abilities and backgrounds have reasoned aspirations, expectations, experiences, skills and ideas all of which are valid and add to the breadth and scope of what can be accomplished.