

Martinstown Village Hall: Equal Opportunity and Diversity Policy

All those involved in the running of Martinstown Village Hall are committed to encouraging a supportive and inclusive culture by creating a positive place where everyone can enjoy an environment which is safe and respectful.

Martinstown Village Hall will aim:

- to ensure that all hirers, trustees, and volunteers are given equal opportunities, with particular reference to the nine protected characteristics under the 2010 Equality Act (age, disability, gender reassignment, marriage & civil partnership, pregnancy & maternity, race, religion or belief, sex, sexual orientation). We recognise that discrimination may be direct or indirect.
- to ensure that Martinstown Village Hall hirers, trustees and volunteers are as representative as possible of all sections of society.
- to treat hirers, trustees, and volunteers fairly and with respect, regardless of the group to which they belong
- to recruit trustees and other volunteers on the basis of their knowledge, skills, aptitudes, and abilities
- to create an environment in which individual differences and the contributions of everyone are recognised and valued.

Martinstown Village Hall will:

- not tolerate any form of intimidation, victimisation, bullying or harassment and will avoid hiring the facilities to those who breach this policy.
- take concerns raised seriously: the trustees will undertake investigations of any complaints impartially, thoroughly and confidentially.
- regularly review practices and procedures

Any concerns or complaints should be made to the Chair or any Trustee.

Next review April 2023