



## **Naphill Village Hall & Playing Fields Council**

### **Equalities Policy**

#### **Policy Statement**

The Trustees of Naphill Village Hall and Playing Field are committed to encouraging a supportive and inclusive culture amongst its community by creating a positive place where everyone can enjoy an environment which is safe, enjoyable and respectful.

This policy reinforces our commitment to providing equality and fairness to all our stakeholders and to avoid less favourable facilities or treatment on the grounds of age, disability whether seen or unseen, gender, marital and civil partnership status, pregnancy and maternity, race, ethnic origin, colour, nationality, national origin, religion or belief, or sex and sexual orientation. We are opposed to all forms of unlawful discrimination, direct or indirect.

#### **Naphill Village Hall and Playing Field Trustees' Commitment**

Our aim is to ensure that all stakeholders are given equal opportunity and that our organisation is representative of all sections of society.

All stakeholders will be treated equitably and with respect.

When we select candidates as trustees or any other volunteer positions, it will be on the basis of their aptitude and ability.

We are committed to:

- Creating an environment in which individual differences and the contributions of everyone are recognised and valued.
- Creating an environment that promotes dignity and respect for everyone.
- Not tolerating any form of intimidation, bullying, or harassment, and to avoid hiring the facility to those that breach this policy.
- Making training available to all volunteers where appropriate
  
- Promoting an inclusive culture for all our community and the people that we serve.
- Expect anyone who feels they have been subject to discrimination to raise their concerns so we can apply corrective measures.
- Expect everyone to be treated with dignity and respect.
- Regularly reviewing all our practices and procedures so that equity is maintained at all times.

We seek to promote diversity and inclusion and to respond to the needs of all individuals in a fair and equitable manner, whilst observing our commitment and responsibility to current legislation.

### **The community's responsibilities**

All hirers, volunteers and village hall event attendees are required to assist us in meeting our commitments, to ensure equality, diversity and inclusion and avoid unlawful discrimination. We actively welcome comments to enable us to improve equal access to all users of our facilities.

We consider acts of discrimination, harassment, bullying or victimisation as unacceptable behaviour and hirers supporting this behaviour will not be welcome to hire the hall and/or playing field in the future once we are made aware of this behaviour.

### **Grievances**

If you consider you may have been unlawfully discriminated against while using our facilities, please contact any Village Hall trustee. Our complaints policy is on our website.

### **Approval**

This policy has been reviewed and approved by the Naphill Village Hall and Playing Fields Council on 2nd September 2024

Date of next review 7<sup>th</sup> September 2026