

D8: Equality, Diversity and Inclusion Policy

1. Laxfield Village Hall is committed to equality, diversity and inclusion in the organisation. The aim for the Charity is to be truly representative of all sections of society and for all persons to be respected and treated with fairness.

2. This policy's purpose is:

- a) To not unlawfully discriminate as recorded in the Equality Act 2010 which protects against discrimination with reference to:
 - age
 - disability
 - gender reassignment
 - marriage and civil partnership
 - pregnancy and maternity
 - race
 - religion or belief
 - sex
 - sexual orientation
- b) Oppose and avoid all forms of unlawful discrimination. This includes:
 - pay and benefits (where appropriate)
 - terms and conditions of hire or use of the facilities at Laxfield Village Hall
 - dealing with grievances, discipline, complaints, training, or other developmental opportunities.
- c) Provide equality, fairness and respect for all whether:
 - Customers
 - Volunteers
 - Trustees
 - Suppliers
 - Patrons of the Charity

3. The Charity commits to:

- a) Creating an environment free of bullying, harassment, victimisation and discrimination, promoting dignity and respect for all and where individual differences and contributions are valued.
- b) Encourage equality, diversity and inclusion as they are good practice and beneficial for the business of the charity.

This commitment includes the responsibilities of the Trustees and the Management Committee conducting themselves to help the charity to safeguard equality, diversity and

inclusion and to prevent bullying, harassment and unlawful discrimination.

All Volunteers should understand they are liable for acts of bullying, harassment, victimisation and discrimination against fellow Volunteers, Trustees, Suppliers, members of the public and Patrons of the Charity.

4. The Trustees and the Management Committee take seriously complaints of bullying, harassment, victimisation and unlawful discrimination. Such acts will be considered as misconduct and appropriate action will be taken.

Furthermore, sexual harassment, sexual assault allegations may amount to a criminal matter.

5. Monitoring Volunteers regarding information such as, age, disability, sex, ethnicity, religion or belief, in encouraging equality, diversity and inclusion to meet the aims and commitments set out in the Equality, Diversity and Inclusion Policy.

Assessing how the policy, and any supporting action plan are working in practice, reviewing the policy annually and take action to address any issues.

Agreement to follow The Equality, Diversity and Inclusion Policy by The Board of Trustees and members of The Management Committee is fully supported.

6. Signatures of The Trustee Board

Trustee Name:

Signed and dated.....

Trustee Name:

Signed and dated.....

Trustee Name:

Signed and dated.....

Trustee Name:

Signed and dated.....

Next scheduled review date: September 2024.