

Iron Acton Parish Hall

Equal Opportunities and Diversity Policy



Introduction

Iron Acton Parish Hall (The Hall) is owned by a charity and is managed by The Hall Committee. It exists for any member of the village and the surrounding area to make use of via clubs, social groups, events and gatherings run by both The Hall Committee and by independent groups. It is also available for hire to groups and individuals.

Scope

This policy applies to everyone associated with The Hall.

Purpose

The Hall Committee is committed to valuing and promoting diversity in the provision of the facility and all the events organised in The Hall to benefit members of the community.

The Hall Committee will work towards an environment that is based on inclusiveness, where all users can benefit from the facility and the organised events to their full potential, irrespective of their race, gender, marital status, age, disability, religious belief, political opinion, or sexual orientation.

Philosophy

Managing diversity is an effective way of dealing with equal opportunities issues. It emphasises the benefits to the community that accrue from valuing the differences between people, in addition to complying with the law.

The Hall Committee understand the additional benefits generated by encouraging diversity, by doing so we are far more likely to enjoy new users from within the village and the wider community. We encourage representatives to attend committee meetings and share in the running and management of The Hall and to subsequently benefit by continuing to maintain the facility and provide events and initiatives locally.

Why is Diversity important?

- It is essential that we attract people to benefit from our facility and its associated events for the positive rewards for the community and the future of the Parish Hall.
- The UK is an increasingly diverse society. In order to maximise the opportunities we can offer we should reflect and value that diversity in our planning and organisation, promotional activity and events delivery.

The law that sets out how people should act is: The Equality Act 2010 the 2023 amendment and any subsequent amendments thereafter.

This legally protects people from discrimination in the workplace and in wider society. It replaced previous anti-discrimination laws.

Implementation

The Hall Committee – It's Responsibility

To value diversity in society as a means of broadening our user group and The Hall Committee, achieving the maximum we are able to for the The Hall and the local community.

- To not tolerate unacceptable behaviour, and to foster an environment in which all users and The Hall Committee are confident to raise concerns and have them dealt with quickly, sensitively and effectively.
- To identify the various forms of behaviour and barriers that discrimination can take, and understand the negative effect these can have on the reputation of The Hall and the community.
- To monitor the application of this policy, preventing any discriminatory practices which may be limiting The Hall Committee's ability to achieve it's aims, thereby enhancing our reputation as a fair and responsible provider and organiser in the eyes of its users and suppliers.
- Each member of The Hall Committee has a responsibility to support the aims of the policy, and to ensure that the principles of diversity are applied in their behaviour and dealings with others. Deliberate breaches of this policy will be addressed by The Hall Committee at it's next scheduled meeting.
- To comply with the letter and spirit of this policy.

Parish Hall Users (including events organised by The Hall Committee) - their Responsibility

- To be aware of the various behaviours and barriers that discrimination can take, and understand the negative impact these can have on The Hall's reputation and its users.
- To be sensitive to the potential impact of their own behaviour on other users.
- To seek clarification from a member of The Hall Committee if they are unsure.
- To co-operate with members of the Management Committee in the prevention of any discriminatory practices that may be identified.
- To comply with the letter and spirit of this policy.

Benefits

The benefits and requirements of adopting the spirit of this policy should be seen in the following areas:

- Facilities provided by The Hall.
- Planning of events.
- Promotion of events.
- Delivery of events.

Complaints

If any user or committee member believes that they have been unfairly discriminated against they should make a complaint to the Chairperson of The Hall Committee via email: chair@ironactonparishhall.co.uk

They will take the allegation very seriously and conduct a thorough investigation.

A complaint relating to the Chairperson should be made to The Hall Secretary via email: secretary@ironactonparishhall.co.uk

Associated Policy:
Safeguarding