



The Douglas Swire Memorial Hall

Equality and Diversity Policy

Aims

The Douglas Swire Memorial Hall, known as Longden Village Hall, is open to all residents of the Parish of Longden. We aim to help the Parish to have an atmosphere of friendship, respect and care for each other. In particular, we aim to treat every resident equally, regardless of their age, disability, gender reassignment, marriage or civil partnership, pregnancy or maternity, race, religion or belief, sex, or sexual orientation

Accessibility

All our meetings and events are held in venues that are accessible to wheelchair users. We provide free places for carers at events where members of the community can only attend if they bring a carer.

We are committed to ensuring any resident of the Parish is able to attend our activities, so we will reassess our access requirements to meet the needs of new residents.

Diversity

Our facilities belong to all residents of the Parish. The Charity Trustees, known as the Committee, aim to organise and accommodate a range of events and activities to suit the interests and meet the needs of a wide variety of people.

The Committee should be open to new ideas, and particularly prioritise opportunities for residents to share their cultural heritage with one another.

Inclusion and respect

Every resident of the Parish should be made to feel equally welcome and included at all meetings and events.

All users of the hall and/or grounds will be treated equally and with respect. The Committee will consult with Holding Trustees, all regular users of the hall and/or grounds, and the residents of the Parish before any decisions are made that would significantly impact on the availability or accessibility of any of the facilities.

Sexist, racist, homophobic, transphobic or otherwise offensive and inflammatory remarks and behaviour are not acceptable. These constitute harassment, and have no place in the Village Hall or at any Hall events.

The Committee will not hire out the hall or grounds to any person or group known to engage in, or promote such behaviour.

Dealing with discrimination and harassment

If any resident of the Parish feels they have been discriminated against at the Village Hall, or harassed at an event, they should raise this with the Committee.

The Committee will investigate the complaint, listening to all those involved. (If the complaint is against a Committee member, that member will not be part of conducting the investigation).

If the complaint is against a particular individual, this person will have the opportunity to express their point of view, accompanied by a friend. The person making the complaint will also have this opportunity.

If the complaint is against the Charity as a whole, the Committee must work to ensure that such discrimination is not repeated in the future, and must inform the complainant and the community of how they propose to do this.

Any decision to exclude a person from the Hall due to discriminatory or harassing behaviour will be made with reference to the Charity's governing document. The Charity will support people who feel they have been harassed or discriminated against, and will not victimise or treat them less well because they have raised this.