

Hawkesbury Hospital Hall

Charity Number 1176993

Equality and Diversity Policy

This policy has been adopted by Hawkesbury Hospital Hall Management Committee who remain responsible for its review on a regular basis.

Reviewed and agreed by the Committee.

Date: June 2023

Review Date : June 2025

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Equality and Diversity Policy

Equality and Diversity Statement

Hawkesbury Hospital Hall is committed to treating everyone fairly and to promoting equality of opportunity for everyone. We value diversity and will promote involvement and use of the hall by all members of our community.

We will ensure that an individual or hiring group's protected characteristics (see appendix 1) are not a barrier to the use of our facilities or to becoming a volunteer, trustee or employee.

No Hall Trustee, volunteer, employee, organisation or individual to which we provide facilities will be discriminated against by us on the grounds of any Protected Characteristics and will not be subject to any unreasonable or unfair treatment from us.

Hawkesbury Hospital Hall will not tolerate discrimination, harassment, bullying, victimisation or abuse of people who are volunteers, employees, hirers or users, or of people connected with the services provided by Hawkesbury Hospital Hall.

We expect Users of the Hall who have employees to have their own Equality and Diversity Statement.

Management issues and Delivery Mechanisms

The Trustees of Hawkesbury Hospital Hall have ultimate responsibility for the Equality and Diversity policy. All Trustees, Volunteers and Employees will have access to the equality and diversity policy in operation and are bound to comply with its requirements. The policy will also be drawn to the attention of Hawkesbury Hospital Hall user groups, funding agencies, job applicants and those using the services of Hawkesbury Hospital Hall.

We aim to promote equal opportunities, eliminate discrimination and eliminate harassment through the following:

- All Trustees, volunteers, employees, hirers and beneficiaries will be treated fairly, with dignity and with respect, regardless of their protected characteristics.
- We seek to ensure that our services are accessible to all sections of the community we serve.
- We will take all reasonable steps to ensure that those booking Hall facilities for activities which are carried out on the premises are aware of the accessible features for people with mobility difficulties.
- No person will receive less favourable consideration due to their protected characteristics than others in the selection and appointment of staff or in the recruitment of volunteers

- Application forms will be continually reviewed to ensure structure and content do not discriminate.
- Where appropriate we will consult with groups and individuals with special requirements to identify how the Hall may be improved to meet their needs.
- All new Trustees, volunteers and employees will be made aware of our Equality and Diversity policy.
- All Trustees, volunteers and employees are asked to report any incidents of discrimination to the Chair or Secretary.
- No one will be harassed, abused or intimidated on the grounds that they have protected characteristics. Incidents of harassment, discrimination or bullying will be tackled robustly. The Trustees will undertake investigations of any complaints quickly, impartially, thoroughly and confidentially.
- Our other Policies will seek to ensure that they do not discriminate directly or indirectly against any group or individual.
- Complaints from people using the organisation's services will be through our complaints procedure.

We seek a broad and representative committee of Trustees, Volunteers and employees. We will work to ensure that the make-up of the committee of Trustees, our volunteers and our employees reflects that of the population of the area we serve.

It is expected that when Trustees, volunteers or employees represent us on the committees of other agencies they will endeavour to ensure that equality and diversity principles and practices are adopted by those agencies.

Appendix 1

Protected characteristics

1. Age
2. Disability
3. Gender Reassignment
4. Marriage and Civil Partnership
5. Pregnancy and Maternity
6. Race
7. Religion or Belief
8. Sex
9. Sexual Orientation