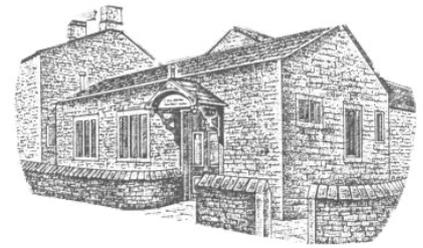


Kelbrook & Sough Village Hall



Equality, Diversity & Inclusion Policy – Issue 1 - 26th February 2026

Kelbrook and Sough Village Hall management committee is committed to encouraging equality, diversity and inclusion within our organisation by creating a positive place where everyone can enjoy an environment which is safe, enjoyable and respectful.

The aim is for our volunteers and hirers to be truly representative of all sections of society and our customers, and for each individual to feel respected and able to give their best.

The organisation, in providing services and facilities, is also committed against unlawful and unfair discrimination of hirers or the public.

1.0 Purpose

The purpose of the policy is to:

1. Promote equality, fairness and respect for all
2. To ensure unlawful discrimination does not take place in compliance with the Equality Act 2010 in terms of:

- Age
- Disability
- Gender reassignment
- Marriage or civil partnership
- Pregnancy and maternity
- Race (including colour, nationality and ethnic or national origin)
- Religion or belief
- Sex or sexual orientation

2.0 Commitments

The Kelbrook & Sough Village Hall management committee commits to:

- a) Encourage equality, diversity and inclusion with all hirers, volunteers & visitors.

- b) Create an environment free of bullying, harassment, victimisation and unlawful discrimination, promoting dignity and respect for all and where individual differences and the contributions of all are recognised and valued.
- c) Promote good practice with regard to equality of opportunity for organisations and individuals involved in the work of the Village Hall Management Committee.
- d) Take seriously complaints of bullying, harassment, victimisation and unlawful discrimination by fellow volunteers, hirers, suppliers, visitors, the public and any others in the course of the organisation's activities.
- e) Regularly review all our practices and procedures so that fairness is maintained at all times.
- f) 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.

3.0 Volunteer/Hirer Responsibilities

All volunteers of the Kelbrook and Sough Village Hall Management Committee and users of its services will be required to:

- a) Co-operate with the management Committee to ensure and promote equality of opportunity
- b) Not practice any form of discrimination nor use discriminatory language
- c) Draw to the attention of the Committee any suspected acts of discrimination
- d) Not victimise anyone who has provided information about discrimination.

4.0 Grievances

If you consider that you may have been unlawfully discriminated against, you may contact the committee chair or any member of the committee to make a complaint.