

DUMMER VILLAGE HALL (DVH) – Equality & Diversity Policy [Last updated 05-03-2024]**1. POLICY STATEMENT**

Dummer Village Hall Policy is to ensure quality of opportunity and equal treatment for everyone who is involved with the Hall or uses its services, in terms of membership, employment and access to services.

2. WHO IS COVERED BY THE POLICY?

This Policy applies to all Committee Members, Trustees, volunteers, hirers, and any other persons that use Dummer Village Hall.

3. WHAT IS COVERED BY THIS POLICY?

Any users, as defined by 2 above, to whom Dummer Village Hall provides services to will not be discriminated against by Dummer Hall Committee or Trustees or person representing the Committee on ground of:

- gender (including sexual, marriage or civil partnership, gender- re assignment, non-binary, or other areas of gender).
- race (including ethnic origin, colour, nationality, and national origin).
- disability.
- sexual orientation.
- religion or belief.
- age.

4. HOW IS THIS POLICY IMPLEMENTED?

Dummer Village Hall aims to promote equal opportunities, eliminate discrimination and harassment through the following:

- Opposing all forms of unlawful and unfair discrimination.
- All users, as defined in 2 above, will be treated fairly and with respect.
- Committee membership will be open to all.
- All vacancies, should they be available, will be advertised internally and externally simultaneously and will include a statement of equally opportunities.
- Selection for employment/volunteering, promotion, training, or any other benefits will be based on aptitude and ability.
- All Trustees, Committee members and volunteers have a legal and mora obligation not to discriminate and to report incidents of discrimination against any individual or group of individuals to one the Trustees.

5. REVIEW OF POLICY

This Policy will be reviewed as is necessary. Last reviewed 05/03/2024.

Signed:

Position:

Date:

