

Bishop Sutton Village Hall Equality and Diversity Policy

- **Aims**

Bishop Sutton Village Hall is open for hire to all people over 16. We aim to have an atmosphere of friendship, respect and care for each other. In particular, we aim to treat every Bishop Sutton Village Hall user 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 accessible to wheelchair users.

- **Diversity**

Bishop Sutton Village Hall belongs to the community. The committee aim to help people organise a range of events to suit the interests and meet the needs of a wide variety of people. The village hall committee should be open to new ideas and particularly prioritise opportunities for hall users to share their ideas with the committee.

- **Inclusion and respect**

Every user of Bishop Sutton Village Hall should be made to feel equally welcome and included at all village hall committee meetings and events.

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

- **Dealing with discrimination and harassment**

If any member feels they have been discriminated against or harassed at an event organised even at Bishop Sutton Village Hall they should raise this with the committee.

The committee will investigate the complaint, listening to all people 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 Bishop Sutton Village Hall Committee as a whole, the Committee must work to ensure that such discrimination is not repeated in the future and must inform the users of the hall of how they propose to do this.

Any decision to exclude a person from using Bishop Sutton Village Hall due to discriminatory or harassing behaviour will be made with reference to Bishop Sutton Village Hall Constitution. The village hall committee 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.