

COOKRIDGE VILLAGE ASSOCIATION

(a charitable incorporated organisation)

Charity Number 1188560

DIVERSITY AND EQUALITY POLICY

CONSTITUTION

The constitution of the Cookridge Village Association aims to provide facilities for the people of Cookridge and the wider surrounding communities.

POLICY STATEMENT

The Village Hall Committee is committed to equality and diversity in all aspects of what we do. We believe it is a key part of developing and maintaining a successful organisation. This policy is intended to assist Cookridge Village Hall Committee in putting this policy into practice and enable us to avoid any undesirable or unlawful discrimination.

Discrimination regarding politics, religious beliefs, sexual orientation, ethnicity, colour, age, gender or disability or national origin are strictly forbidden.

It is the intention of the Cookridge Village Hall Committee to ensure that no persons whether volunteering or attending any activities at the hall are not treated in a less favourable way regarding their status in any regard.

The Village Hall Committee aims to provide an environment and culture which values and recognises difference, proactively tackling barriers to inclusion and ensures no individual or group are discriminated, harassed, or victimised against.

All hirers have a moral obligation not to discriminate against any individual or groups including in voice, poster or advertising associated with hiring the village hall.

Instances of breaches of this policy will be dealt with on a swift, strict, and confidential basis by the committee.

DEFINITIONS

Discrimination - This means someone of a protected characteristic being treated less favourably than another, because they associate with another who possess this, because others feel they belong to this group, or when a rule applies to everyone but disadvantages a particular group.

Harassment - This includes a person feeling behaviour of another is offensive to them even if it's not directed at them, or a person who complains of behaviour by others not linked to the village hall.

Victimisation - Someone who is treated badly because they have made or supported another who has made a grievance under this policy.

Approved by Cookridge Village Association, 5 June 2023.

Review Date 5 June 2025.