

# **The Hyde War Memorial Parish Hall**

## **Equality, Diversity and Inclusion Policy**

The Hall Charter dated 29<sup>th</sup> January 1986 states:

*“The object of the Charity shall be the provision and maintenance of a village hall for the use of the inhabitants of the Parish of Hyde, without distinction of political, religious or other opinions, including use for meetings, lectures and classes, and for other forms of recreation and leisure time occupation, with the object of improving the conditions of life for the said inhabitants”.*

This statement is at the heart of our policy.

The legislation on Equality and Diversity was last set out in the Equality Act 2010, and the relevant guidance is available on the Government website:

[Equality Act 2010: guidance - GOV.UK \(www.gov.uk\)](http://www.gov.uk/guidance/equality-act-2010-guidance)

### **Principles:**

The Trustees of the Hyde War Memorial Parish Hall recognise that everyone has a contribution to make to our society and a right to equal opportunity. They value diversity and promote involvement and use of the hall by all members of our community.

Regardless of the group to which they belong, people will be treated with dignity, their feelings and views valued and respected.

No individual or group using the hall will be discriminated against on the grounds of:

- Gender (including sex, marriage, gender re-assignment)
- Race (including ethnic origin, colour, nationality, and national origin)
- Disability
- Sexual orientation
- Religion or belief
- Age
- Social background
- Geographical location

### **Procedures:**

The Trustees are committed to:

- promoting an inclusive culture for all our community and the people that we serve.
- encouraging people from underrepresented groups to attend and participate in the activities of the hall.
- providing adjustments and facilities for people with disabilities to enable them to participate in activities.
- creating an environment in which the contributions of all are recognised and valued.
  
- ensuring that all staff, hirers, volunteers, and hall event attendees are aware of equality, diversity and inclusion practices to avoid unlawful discrimination.

**Grievances:**

Trustees consider any act of discrimination in breach of this policy as unacceptable. Any complaint will be dealt with promptly and thoroughly on a confidential basis.

If you feel you may have been unlawfully discriminated against, please contact one of the Trustees to make a complaint.

**Review:**

This policy will be reviewed annually.

Signed on behalf of the Trustees

Date: December 28th 2022

A handwritten signature in black ink, appearing to read "T. Mayer". The signature is written in a cursive style with a long, sweeping underline that extends to the left.

(Secretary)