

# **SKIDBY VILLAGE HALL AND INSTITUTE EQUALITY AND DIVERSITY POLICY**

## **Introduction**

Skidby Village Hall exists to serve the needs and aspirations of the entire community. We aim to enable an environment where everyone, regardless of ethnicity, religion, gender, age, sexual orientation, ability or any other characteristic, feels welcome, safe and respected. Our goal is to ensure that the hall remains a space where diversity is embraced, and all individuals can enjoy equal access to facilities and activities.

## **Our commitment**

Skidby Village Hall is committed to promoting equality, diversity and inclusion across all activities, events and interactions. We pledge to:

- Treat everyone with dignity and respect, recognising and valuing individual differences.
- Actively discourage and take action against any form of discrimination, bullying, harassment or exclusion.
- Work with our volunteers, hirers and hall users to uphold this policy in both spirit and practice.
- Continuously review and improve our policies and practices to remain inclusive and welcoming to all.

## **The responsibilities of hirers and users**

To help maintain an inclusive and respectful environment, we ask all those who hire and use Skidby Village Hall to:

- Treat others with respect and refrain from any discriminatory or offensive language or behaviour.
- Ensure that any events or activities are open and accessible to all where appropriate and where doing so would contravene safeguarding priorities.
- Notify the hall's management committee of any incidents of discrimination or harassment to allow us to take appropriate action.
- Make reasonable adjustments, where possible, to ensure access for all individuals, including those with disabilities.

## **Who to contact**

If you have any questions about this policy, or if you experience or witness any behaviour that goes against our commitment to equality and diversity, please contact our secretary via [skidbyvillagehall@gmail.com](mailto:skidbyvillagehall@gmail.com). We will treat all reports seriously and work to resolve any issues fairly and promptly.