



**NORTHALL VILLAGE HALL**

**EQUAL OPPORTUNITIES AND COHESION POLICY**

**This policy was adopted by the Management Committee on**

..... 8TH JULY 2011 .....

**Signed by Chair of Committee:** .....

ALAN TIPPER

**This policy will be reviewed annually by the Management Committee**

**Date of last review:** ..... 8TH JULY 2011 .....

## Northall Village Hall

### Equal Opportunities and Cohesion Policy

The Management Committee of Northall Village Hall recognises diversity, promotes equality and encourages community cohesion.

**What is Equality?** Equality is the principle of equal treatment for all people irrespective of their gender, ethnicity, disability, religious belief/ non-belief, sexual orientation, age, gender re assignment, marriage or civil partnership and pregnancy or maternity status.

**What is Diversity?** Diversity is the acceptance that we are all different but we are all equal. Diversity focuses on valuing and celebrating the strengths in people's differences.

**What is Community Cohesion?** Community cohesion is to have common vision and civic pride, valued and celebrated diversity, clear rights and responsibilities, equal life chances for all and strong relations between different communities.

The Management Committee recognises that everyone has a contribution to make to our society and a right to equal treatment. We aim to ensure that no committee member, volunteer, organization or individual to whom we provide services or contract to provide services to us, will be discriminated against by us on any unfair grounds whatsoever.

We aim to foster awareness of prejudices in all who work with or use the hall, and we aim to encourage the removal of such prejudices.

The Management Committee:

- will not discriminate against committee members, volunteers or service providers.
- will not discriminate against individual hirers, users or groups when considering taking bookings to use the hall or whilst they are using the facilities.
- commits itself to taking positive action against any form of discrimination.
- will work actively to make the premises fully accessible to not only the disabled, but to the elderly, young people, parents with pushchairs and all potential users of the hall.
- will undertake to encourage activities that reflect the cultural needs of different groups.
- will make all volunteers, service providers and hall users aware of this policy and request that they inform the Management Committee of any acts in breach of this policy and will not discriminate against anyone who provides such information.
- will review and update this policy regularly.