

Llangunllo Community Hall

Equality, diversity and inclusion policy

Llangunllo Community Hall is committed to encouraging equality, diversity and inclusion among its trustees, management committee and users and eliminating unlawful discrimination.

The aim is for our Charity to be truly representative of all sections of society and our users and for each individual to feel respected and able to give their best.

The organisation - in providing a Village Hall for use by the community of Llangunllo and beyond - is also committed against unlawful discrimination of the general public.

This policy's purpose is to:

- Provide equality, fairness and respect for all committee members, trustees and users
- Not unlawfully discriminate because of the Equality Act 2010 protected characteristics of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race (including colour, nationality, and ethnic or national origin), religion or belief, sex (gender) or sexual orientation
- Oppose and avoid all forms of unlawful discrimination.

Llangunllo Community Hall commits to:

- Encourage equality, diversity and inclusion in the Hall as this is good practice and makes business sense
- Create an environment free of bullying, harassment, victimisation and unlawful discrimination whilst promoting dignity and respect for all, and where individual differences and the contributions of all committee members, trustees and users are recognised and valued.
- Offer training to trustees so they understand their rights and responsibilities under this equality, diversity and inclusion policy.
- Make all trustees aware that they can be held liable for acts of bullying, harassment, victimisation and unlawful discrimination in the course of their term of office, against fellow trustees, committee members, users, suppliers and the general public

- Take seriously any complaints of bullying, harassment, victimisation and unlawful discrimination by fellow trustees, committee members, users, suppliers and the general public and take any appropriate action. Failure to do so may result in their being removed from office.
- To ensure that all trustees understand that sexual harassment may amount to a criminal matter, such as in sexual assault allegations under the Protection from Harassment Act 1997 which is not limited to circumstances where harassment relates to a protected characteristic.
- Provide opportunities for training and development to trustees and committee members who will be helped and encouraged to develop their full potential, so their talents and resources can be fully utilised to maximise the efficiency of the organisation.
- Review practices and procedures when necessary to ensure fairness and update as necessary to take account of any changes in the law.

Agreement

This equality, diversity and inclusion policy is fully supported by trustees and committee members and will be reviewed annually to ensure compliance.

Signed: Chair Name:

Document version control

Version No.	Review Changes	Author or owner	Date
1.0	New version	Lynn Clark	12/03/2023
1.1	Signature panel added	Lynn Clark	02/06/2025