

Bonsall Village Hall Equality Policy

Reviewed 6.1.25 v3

1.1 Legislation: Equality Act 2010

This Act makes it unlawful to discriminate on the grounds of any of these characteristics: age, disability, gender reassignment, marriage or civil partnership, pregnancy and maternity, race, religion/belief, sex (gender) and sexual orientation. The Management Committee will use this Act as a framework to support their Equality Policy & Procedures.

1.2 The Management Committee of Bonsall Village Hall is committed to equality, which we believe involves:

- creating an environment where everyone has fair and equal access to all opportunities and enjoy fair and unbiased treatment.
- keeping everyone informed of changes and consulting on issues that directly affect them.
- increasing involvement and commitment by encouraging participation regardless of gender, marital status, ethnic origin, religious belief or lack of, age, sexual orientation and disability.

It is equally important that this commitment is visible to the community we serve.

1.3 We are committed to providing equality of opportunity to all. Our aim is to treat all those involved in the Hall with integrity, respect and consideration. It is important that all users of our hall, whether an individual or group adopt and comply with this policy. We are committed to maintaining Bonsall Village Hall to ensure it provides safe and equal access for all sectors of the community. We are also committed to ensuring that those groups within our community who are disadvantaged through health, age, infirmity or disability are positively encouraged to access the facility.

1.4 Overall responsibility for the effective implementation of all Equality Policy & Procedures rests with the Halls Management Committee. Members of the Committee are responsible for the regular review and updating of policies, practices and procedures. With the assistance of feedback from community groups and individual users of the Hall the Committee will monitor the effectiveness of its equality policy and procedures, and ensure all local people are fully supported in their access to the Hall and services.

1.5 The Management Committee will be responsible for the implementation and monitoring of the Equality Policy.

1.6 The Committee will give full and serious consideration to any individual or group that may have been discriminated against and have a grievance or complaint.

2. Discrimination

2.1 Compliance with the requirements of the Equality Act form part of the Hall's Equality Policy. We will treat all our users with dignity and respect and will provide an environment free from unlawful discrimination, victimisation or harassment on the grounds of any protected characteristics. We will not tolerate acts which breach this policy and all instances of such behaviour, or alleged behaviour, will be taken seriously, treated fairly and be fully investigated.

2.2 The Committee will investigate and will give full and serious consideration to any individual or group that may feel that they have been discriminated against on these grounds and have a grievance or complaint.

3. Facilities

3.1 Within the building the following specific facilities are to be found:

- the entrance ramp to the building whilst sloped, has a resin bonded surface with lights and railings all the way along to improve access
- there is a platform lift for access into the building for wheelchairs/pushchairs/people with mobility issues
- internal doors and fittings have been done to be compatible with wheelchair use, there is an assisted electric door from the platform lift to access the building
- the main disabled toilet has also been designed to accommodate baby changing facilities
- disabled toilet has recently been redecorated and has an appropriate toilet seat
- signage has been installed to create a dementia friendly interior
- working towards installing a hearing loop