

# Lazonby Village Hall

## Equality and Diversity Policy



Lazonby Village Hall Management Committee (LVHMC) recognises that everyone has a contribution to make to our society and a right to equal opportunity.

**LVHMC** values diversity and will promote involvement and use of Lazonby Village Hall (LVH) by all members of our community.

No user group, organisation, or individual wishing to use the premises of LVH will be discriminated against by LVHMC on the grounds of:

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

Please note, some age restrictions apply on grounds of health and safety, or to adhere to legislation, e.g., the named hirer must be aged 18 or over, and there are limits to ages of children permitted in the kitchen area.

LVHMC aims to promote equal opportunities and eliminate harassment through the following:

1. Opposing all forms of unlawful and unfair discrimination and encouraging inclusivity.
2. All hirers, volunteers, members and beneficiaries will be treated fairly and with respect.
3. Committee membership appointment will be available to all.
4. All volunteers, members, hirers and users have a legal and moral obligation not to discriminate, and to report incidents of discrimination against any individual or group of individuals to LVHMC.

### **Our commitment:**

To create an environment in which individual differences and the contributions of all are recognised and valued. Every user, hirer, volunteer, member and beneficiary is entitled to be part of an environment that promotes dignity and respect to all. No form of intimidation, bullying or harassment will be tolerated, including towards members of LVHMC.

LVHMC has affirmed its commitment to the equal opportunities and diversity policy set out in this document and will work to develop and improve it, by monitoring its effectiveness annually. This policy can be accessed at [www.lazonbyvillagehall.co.uk](http://www.lazonbyvillagehall.co.uk) and a paper copy is kept in the Health and Safety File in the Jubilee Room. The requirement for hirers to adhere to this policy is referred to in the Hirer's Guide, which forms part of the booking agreement.

Report any concerns: [lazonbyvillagehall@btinternet.co.uk](mailto:lazonbyvillagehall@btinternet.co.uk)