

Hawkesbury Hospital Hall

Charity Number 301545

Equality and Diversity Policy

This policy has been adopted by Hawkesbury Hospital Hall management committee who remain responsible for its review on a regular basis.

(Chair of management committee)

Name: Chris Rispin

Date: 12/08/2017

Review Date :12/08/2018

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Equality and Diversity Statement

Hawkesbury Hospital Hall aims to promote equality and diversity as a provider of accommodation facilities and seeks to ensure that equality and diversity principles underpin all areas of the organisation's work and service provision. The Hall does not employ anyone and relies on volunteers or agencies supplying employees who are required to have their own Equality and Diversity policies.

Hawkesbury Hospital Hall recognises that many people and groups suffer discrimination and face serious barriers when trying to fulfil their true potential. It also recognises that not all forms of unreasonable and unfair discrimination are the subject of legislation. It is the aim of this organisation to ensure that groups using or wishing to use our facilities are not subject to any unreasonable or unfair treatment in their eligibility to receive services from us.

In this respect Hawkesbury Hospital Hall will not tolerate discrimination, harassment, bullying, victimisation or abuse of people who are volunteers or of people connected with the services provided by Hawkesbury Hospital Hall.

Management issues and Delivery Mechanisms

Hawkesbury Hospital Hall Board of Trustees has ultimate responsibility for the equality and diversity policy. All volunteers and Board of Trustee members will have access to the equality and diversity policy in operation and that they are bound to comply with its requirements. The policy will also be drawn to the attention of Hawkesbury Hospital Hall members, funding agencies, job applicants and those using the services of Hawkesbury Hospital Hall.

Hawkesbury Hospital Hall does not employ anyone but any situations involving discrimination, harassment or bullying involving volunteers will be investigated' independently if necessary.

Complaints from people using the organisation's services will be through the complaints procedure for Hawkesbury Hospital Hall

Hawkesbury Hospital Hall seeks a broad and representative Board of Trustees.

It is expected that when volunteers or Trustees represent Hawkesbury Hospital Hall on the committees of other agencies they will endeavour to ensure that equality and diversity principles and practices are adopted by those agencies.

Service Delivery

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Hawkesbury Hospital Hall seeks to ensure that its services are accessible to all sections of the community served by Hawkesbury Hospital Hall

Hawkesbury Hospital Hall will make public its commitment to combating discriminatory attitudes where these are encountered.

Hawkesbury Hospital Hall will attempt to ensure that none of its policies discriminate directly or indirectly against any group or individual.

Hawkesbury Hospital Hall will adopt a Complaints Procedure that will include its objectives with regard to equality and diversity in service delivery.

Hawkesbury Hospital Hall will take all reasonable steps to ensure that those booking Hall facilities for their activities which are carried out on the premises are aware of the accessible features for those people with mobility difficulties.

Hawkesbury Hospital Hall will operate a variety of means to allow people to contact volunteers.

Staff and Volunteers' Induction

All new committee members will be made aware of our Equality and Diversity policy and of the responsibilities of volunteers to maintain the practices necessary to put policy in to practice.

Policy Review

Hawkesbury Hospital Hall commitment to equality and diversity is an active one. This document should be amended on a regular basis as part of this active commitment.

Hawkesbury Hospital Hall equality and diversity policy will be reviewed in consultation with staff volunteers as and when required and in line with changes in legislation.

Hawkesbury Hospital Hall will also seek to keep abreast of new developments in equality and diversity practice and actively seek information on this issue.