



Diversity and Equality Policy

Principles

The original conveyance of the property to the Trustees in 1961 states

“The Village Hall shall be held under trust for the use of inhabitants of Barnston and the Neighbourhood (known as the area of benefit). Without distinction of sex or political, religious or other opinions for use as meetings, lectures, classes, other forms of recreation and leisure-time occupation. With the object of improving the condition of life for the said inhabitants.”

This statement is the heart of our policy.

The Barnston village hall committee is committed to equality and diversity in all aspects of what we do. We believe it is a key part of developing and maintaining a successful organisation.

This policy is intended to assist the Barnston village hall committee in putting its commitment into practice. Compliance with this policy will also ensure that employees do not commit unlawful acts of discrimination.

The purpose of this policy is ensuring anyone engaging with the work of Barnston village hall is not treated less favourably as a result of having “protected characteristics”.

It is unlawful to discriminate directly or indirectly in recruitment or employment because of a protected characteristic.

The Equality Act 2010 covers the following protected characteristics:
Age, disability, gender, marital status, religious beliefs, ethnicity or national origins.

Barnston village hall aims to provide a working environment and culture which values and recognises difference, pro-actively tackles barriers to inclusion and ensures no individual or group is discriminated against.

Definitions

Discrimination

When someone is treated less favourably than another person because of a protected characteristic.

Discrimination against someone because they associate with another person who possesses a protected characteristic.

Discrimination against someone because others think they possess a protected characteristic.

When a rule or policy applies to everyone, but disadvantages a particular protected characteristic.

Harassment

Someone can complain of behaviour they find offensive, even if it's not directed at them.

Someone can complain of behaviour by a BVH volunteer, employee or third party not employed by Barnston village hall.

Victimisation

Someone is treated badly because they have made / supported a complaint or grievance under the Equality Act 2010.

Policy Statement

- All hirers have a moral obligation not to discriminate against any individual or group of individuals. In voice, poster or advertising associated with hiring the village hall.
- The hall is hired on a first come basis and can be hired by any responsible group, unless it is considered that there is a risk to the well being of the community, neighbours or the hall itself.
- This policy also covers the election of the Management Committee members and any person or company that the committee may employ.
- Recruitment procedures will ensure the widest response of suitable applicants to any vacancies within the Barnston village hall. Selection will be carried out according to objective job related criteria.
- The wording of any job advertisements must correspond with the main points in both the job description and the person specification. They must be clear and unambiguous and avoid any discriminatory clauses which might indicate direct or indirect discrimination.
- Section 8 of the Asylum and Immigration Act (1997) makes it a criminal offence for employers to take on as an employee a person subject to immigration controls, unless s/he is entitled to be employed in the UK.
- Barnston village hall will not discriminate in the provision of and access to training and development.
- The selection criteria for dismissal must not discriminate on the basis of sex, race, colour, disability etc. All early termination of employment must be handled in a fair and consistent manner.
- Instances of discrimination, harassment, or victimisation, made to the committee and in breach of this policy, will be dealt with on a swift, strict and confidential basis by the committee.