



EQUALITY AND DIVERSITY POLICY

This policy applies to all staff, volunteers, management committee members, users and the general public.

COMMITMENT: Equality and diversity are central to the work of Toft People's Hall.

We will treat all people with dignity and respect, valuing the diversity of all. We will promote equality of opportunity and diversity. We will eliminate all forms of discrimination on grounds of race, gender, marital status, caring responsibilities, disability, gender re-assignment, age, social class, sexual orientation, religion/ belief, irrelevant offending background or any other factor irrelevant to the purpose in view.

We will tackle social exclusion, inequality, discrimination and disadvantage.

For this policy to be successful, it is essential that everyone is committed to and involved in its delivery. The goal is to work towards community free from discrimination, harassment and prejudice. Toft People's Hall Management Committee aims to embed this in all its policies, procedures, day-to-day practices and external relationships.

AIMS: Toft People's Hall Management Committee aims to:

- Provide facilities that are accessible according to need
- Promote equality of opportunity and diversity in all services provided
- Create effective partnerships with all parts of our community.

OBJECTIVES: Our objective is to realise its standards by:

- Sustaining, regularly evaluating and continually improving services to ensure equality and diversity principles and best practice are embedded in our performance to meet the needs of individuals and groups.
- Working together with the community to provide accessible and relevant service provision that responds to service community needs.
- Ensuring that Committee Members are representative of the community served and all policies are fair and robust.
- Recognising and valuing the differences and individual contribution that all people make to the organisation.
- Challenging discrimination.
- Being accountable.

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