

Bishops Frome Village Centre Equality and Diversity Policy

Bishops Frome Village Centre Management Committee of Trustees aims to encourage equality and diversity among its membership, users of the centre, volunteers, contractors and associates and to eliminate unlawful discrimination.

The aim is for our membership, volunteers and users to be truly representative of all sections of our society and to feel respected and valued.

The policy's purpose is to:

- provide equality, fairness and respect for all in our committee members, users and volunteers.
- Ensure that we do not discriminate against any of the protected characteristics of the Equality Act 2010 including age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race (including nationality, and ethnic or national origin), religion or belief, sex (gender) and sexual orientation
- avoid all forms of unlawful discrimination, including in any expense payments, remuneration and benefits, any contractual terms and conditions, dealing with grievances and discipline, training or other developmental opportunities

We commit to:

- encourage equality and diversity in all our activities and administration.
- create an environment free of bullying, harassment, victimisation and unlawful discrimination, promoting dignity and respect for all, and where individual differences and the contributions of all people involved with the centre are recognised and valued.
- This commitment includes reminding committee members and all other people involved with the administration of the centre about their rights and responsibilities under the equality policy.
- take seriously any complaints of bullying, harassment, victimisation and unlawful discrimination by committee members, users, suppliers, visitors, the wider community and any others in the course of the centre's activities

Such acts will be dealt with as a serious misconduct and may lead to the withdrawal from a role.

Furthermore, harassment under the Protection from Harassment Act 1997 or any sexual harassment may amount to a criminal matter.

We undertake to review practices and procedures when necessary and from time to time to ensure fairness, and also update them and the policy to take account of changes in the law.

Adopted: 17 March 2025

Next review: March 2027