

# **Bishops Frome Village Centre**

## **Equality and Diversity Policy**

**Bishops Frome Village Centre Management Committee of Trustees** is committed to encouraging equality and diversity among its membership, users of the centre, volunteers, contractors and associates and to eliminating unlawful discrimination.

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

The organisation - in providing services and/or facilities - is also committed to avoiding unlawful discrimination against users, hirers or the wider community

The policy's purpose is to:

- provide equality, fairness and respect for all in our committee members, users and volunteers.
- not unlawfully discriminate because of the Equality Act 2010 protected characteristics of 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
- oppose and avoid all forms of unlawful discrimination. This includes in any expense payments, remuneration and benefits, any contractual terms and conditions, dealing with grievances and discipline, training or other developmental opportunities

The organisation commits to:

- encourage equality and diversity in all its activities and in the way it is administered.
- 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. Responsibilities include their responsibilities to prevent bullying, harassment, victimisation and unlawful discrimination

- take seriously 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.

Further, sexual harassment may amount to a criminal matter, such as in sexual assault allegations. In addition, harassment under the Protection from Harassment Act 1997

- review practices and procedures when necessary to ensure fairness, and also update them and the policy to take account of changes in the law

Monitoring will also include assessing how the equality policy is working in practice, and to review it from time to time and taking action to address any issues.

Adopted 19th November 2020

Reviewed 07<sup>th</sup> November 2022 by Tony Davis

Next review: October 2023

Reviewed: Jan 2024