

Snettisham Memorial Hall

Equality and Diversity Policy

Date: 30 November 2018

Review date: 30 November 2023**should be reviewed every two years*

Signed: _____ (Mr P Bradshaw Chairman)

Equality and Diversity Policy Statement

1. Snettisham Memorial Hall & Playing field Charity is open to all Young People and Adults. We aim for our group to have an atmosphere of friendship, respect and care for each other. In particular, we aim to treat everyone equally, regardless of their age, disability, gender reassignment, marriage or civil partnership, pregnancy or maternity, race, religion or belief, sex, or sexual orientation.
2. We are committed to ensuring all Young Persons and Adults are able to attend our activities, so we will reassess our access requirements to meet the needs of Young People and Adults with disabilities or other accessibility issues. We aim to organise a range of events and activities to suit the interests and meet the needs of a wide variety of Young People and Adults from different cultures and backgrounds.
3. Every member of Snettisham Memorial Hall & Playing Field Charity should be made to feel equally welcome and included at all our meetings and events. Sexist, racist, homophobic, transphobic or otherwise offensive and inflammatory remarks and behaviour are not acceptable. These constitute harassment, and have no place in our group.

Equality and Diversity Procedures

4. Snettisham Memorial Hall & Playing Field Charity will make sure that:
 - a. We promote respect for other people and treat everyone fairly
 - b. Young people and Adults are able to meet together in a positive and accepting environment where they are safe from harm, abuse, harassment and intimidation
 - c. Young people and Adults recognise and challenge prejudice and discrimination

- d. Everyone has an equal opportunity to be considered as a club volunteer leader.
- e. All club leaders will have equal access to training opportunities
- f. All young people and Adults will have equal access to club activities and training opportunities
- g. The policy is applied when recruiting volunteers
- h. We monitor what we do to meet any legal requirements and so that this policy is implemented properly and understood by all
- i. We take incidents, including those of harassment and bullying, seriously
- g. Any issues of inequality, harassment or discrimination should be reported to the Club Leader and Chair of the Management Committee, who will enable the parties, involved giving their version of events before considering further action.
- h. The Club Leader will respond quickly and impartially to such issues after consulting with the Chair of the Management Committee.

The procedures laid out in this policy are with regard to legislation defined by the Sex Discrimination Act 1975 (amendments 1986 & Gender Reassignment Regs 1999); the Race Relations Act 1976 and the Amendment Act 2000; the Equal Pay Acts 1970 (amended 1974 & 1983) & 1975; the Disability Discrimination Act 1995; the Employment Protection Act 1978 the Employment Rights Act 1996, Employment Relations Act 1999, Employment Act 2002, Employment Equality (Religion, Belief, Sexual Orientation) Regulations 2003 (Age) 2006; Disability Equality Duty 2006; Equality Act 2006; Gender Equality Duty 2007; Trade Union and Labour Relations Act 1992; Asylum and Immigration Act 1996 and 1999; Human Rights Act 1998; Protection from Harassment Act 1997, the Equalities Act 2010.