

TIRRIL AND SOCKBRIDGE READING ROOM AND LIBRARY

Equality and Diversity Policy

1. GUIDING PRINCIPLES

Tirril and Sockbridge Reading Room and Library recognises that everyone has a contribution to make to our society and a right to equal opportunity. Individual differences and the contributions of all should be recognised and valued.

We value diversity and will promote involvement and use of the hall by all members of our community.

No individual or organisation to whom we provide facilities will be discriminated against by us on the grounds of:

- gender (including sex, marriage, gender re-assignment);
- race (including ethnic origin, colour, nationality and national origin);
- disability;
- sexual orientation;
- religion or belief;
- age;
- social background;
- geographical location.

Every user, hirer, volunteer, and visitor is entitled to be part of an environment that promotes dignity and respect to all.

No form of discrimination, intimidation, bullying or harassment will be tolerated. We consider acts of discrimination, harassment, bullying or victimisation as unacceptable behaviour and hirers supporting this behaviour not be able to hire the hall in future.

2. POLICY

Tirril and Sockbridge Reading Room and Library aims to promote equal opportunities and eliminate discrimination and harassment by:

- opposing all forms of unlawful and unfair discrimination;
- ensuring all volunteers, hirers and visitors are treated fairly and with respect;
- ensuring the hall is accessible to people with disabilities;
- providing facilities for people with disabilities to enable them to participate in activities as far as is practicable;
- ensuring that the design of publicity and information takes account of the needs of people with disabilities as far as is practicable;
- making committee appointment open to all;

- requiring all volunteers, hirers and visitors not to discriminate and to report incidents of discrimination against any individual or group of individuals to the Committee;
- dealing with any complaints of discrimination or harassment promptly, impartially and confidentially.

3. REVIEW

This policy will be reviewed annually by the management committee.