

Preamble

The Village Hall Committee and Trustees are committed to treating all people equally and with respect, regardless of their age, sex or sexual orientation or gender reassignment, race, religion or belief, marital or civil partnership status, level of ability or disability, or their state of pregnancy or maternity.

Version and modification history

This policy was drafted in January 2024, approved in April 2024, and is due to be reviewed every two years.

Policy

1. All people will be treated with dignity and respect.
2. There will be a culture of respect for differing views or opinions.
3. There will be zero tolerance for harassment, abuse or intimidation of any individual or group.

Complaints, discrimination and harassment

- I. The Village Hall Committee will take complaints of discrimination or harassment seriously.
- II. They will investigate them thoroughly and provide opportunities for the person making the complaint to speak, in a safe environment, about their experience.
- III. If the complaint is directed against a particular individual then the Committee will also hear their point of view.
- IV. Investigations of incidents or complaints of discrimination related to equality and diversity will be handled in line with the Clapham-cum-Newby Village Hall Complaints Policy. Initial responsibility for managing investigations and complaints lies with the Chair of the Committee.