



St Mary's Community Hall

EQUALITY AND DIVERSITY POLICY

This policy applies to all staff, volunteers, management team members, users and the general public.

INTRODUCTION

It is a fundamental part of the Christian faith that all human beings are created in the image of God, and all are valued equally by Him and share equally in His love. Unfair discrimination between people is accordingly contrary to God's purpose. It also contravenes the laws of the land which include the Sex Discrimination, Race Relations, Disability Discrimination and Age Discrimination Acts and Regulations.

COMMITMENT

We will treat all people with dignity and respect, valuing the diversity of all. We will promote equality of opportunity and diversity. We will eliminate all forms of discrimination on grounds of race, gender, marital status, caring responsibilities, disability, gender re-assignment, age, social class, sexual orientation, religion/belief, irrelevant offending background or any other factor irrelevant to the purpose in view.

We will tackle social exclusion, inequality, discrimination and disadvantage.

For this policy to be successful, it is essential that everyone is committed to and involved in its delivery. The goal is to work towards a community free from discrimination, harassment and prejudice. St Mary's Community Hall Management Team aims to embed this in all its policies, procedures, day-to-day practices and external relationships.

AIMS:

St Mary's Community Hall Management Team aims to:

- Provide facilities that are accessible according to need
- Promote equality of opportunity and diversity in all services provided
- Create effective partnerships with all parts of our community.

OBJECTIVES:

Our objective is to realise this policy's standards by:

- Sustaining, regularly evaluating and continually improving services to ensure equality and diversity principles and best practice are embedded in our performance to meet the needs of individuals and groups.
- Working together with the community to provide accessible and relevant service provision that responds to community needs.

Revd Alison Myers: Team Rector, Lordsbridge Team of Churches and Lead Minister, Hardwick

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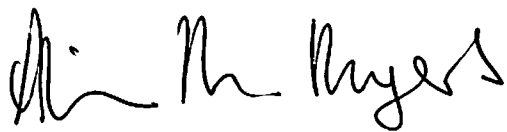
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- Ensuring that Management Team Members are representative of the community served and all policies are fair and robust.
- Recognising and valuing the differences and individual contribution that all people make to the organisation.
- Challenging discrimination.
- Being accountable.
- Complying with the Sex Discrimination Act 1975, the Race Relations Act 1976, Disability Discrimination Act 1995, Employment Equality (Age) Regulations 2006 and other subsequent Equality Regulations.

REVIEW

Reviewed 09/12/18

Next review due Nov 2020



(RSD ALISON MYERS, TEAM RECTOR).