

BUCKLESHAM VILLAGE HALL

HELD IN TRUST BY BUCKLESHAM PARISH COUNCIL

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EQUALITY, DIVERSITY AND INCLUSION POLICY

Policy Statement

Bucklesham Parish Council (the Sole Trustee), in its role as management body of the Bucklesham Village Hall, acknowledges that the United Kingdom is diverse in culture, race, beliefs and religion. The Council appreciates that members of these groups are often under-represented, exposed to prejudice and stereotyping, and suffer various disadvantages within our society.

The Council is committed to being an equal opportunities organisation. The policy is to ensure that no one person, groups of people or organisations that the Council comes into contact with (either by virtue of activities organised by the Council or otherwise) receive less favourable treatment on the grounds of gender, sex, race, age, disability, colour, nationality, ethnic or national origin, marital status or religion.

The purpose of this policy statement is to set out clearly and fully the positive action that the Council intends to take to combat direct and indirect discrimination in employment policy, management of the organisation, relationships with other bodies, and the service it provides to the community, community organisations and individuals. This Equal Opportunity Policy covers the Council, employees, service users and volunteers and ensures all individuals have equal access to our services without harassment and complaints procedure.

The Aims of The Council

Our aim is to ensure that we become aware of discrimination and the problems it causes.

- Every possible step will be taken to ensure that individuals, groups and organisations are treated equally and fairly and that decisions of the Council on applications, selection, work, assistance, involvement and any other matter over which the Council has power to decide are based on objective and merit-related criteria.

- The Council will challenge practices, legislation and instructions which seek to discriminate against or deny the rights of individuals or groups in any form.
- The Council will seek to take positive action to address the inequalities in our society.
- The Council is committed to the equal opportunities policy set out in this document and will work to develop, improve and monitor it.

The Equal Opportunities Policy and Code of Practice

Legislation

The Council acknowledges the definitions of various groups of people who are vulnerable to discrimination as set out in the relevant UK legislation. The Council will support and implement the relevant UK legislation and will work to ensure that no person protected by the legislation is discriminated against unlawfully, and that any positive obligations and duties are performed. The Council gives the following specific commitments to the 9 protected characteristics:

1.Age

The Council believes that people of all ages have skills, experiences and ideas which are equally valid, and have valid needs, expectations and aspirations. The Council will not discriminate against anyone on the basis of age.

2.Disability

The Council recognises that they have a responsibility under UK legislation that applies to persons who are not apparently disabled or ill and will endeavour to meet those responsible.

3.Gender Reassignment

The Council recognises any individual's right to be addressed in which ever manner they chose. The Council endorses the right of any individual to reassign their gender and will not discriminate against anyone on the basis of gender or their gender reassignment.

4.Marriage and Civil Partnership

The Council recognises the rights of individuals to choose to be married or in a civil partnership or neither and will not discriminate against anyone on the basis of their status.

5.Pregnancy

During the period of a woman's pregnancy and her statutory maternity leave, the Council will ensure she is protected under the Equality Act against discrimination on the grounds of either pregnancy or maternity. The Council acknowledges that breastfeeding is covered under the Equality Act and will ensure any breastfeeding mother is given a clean, safe and private space in which to feed their baby and ensure there is adequate changing facilities available to all parents.

6.Race

The Council will be alert to any implications of its service and actions for potential unlawful discrimination. The Council will challenge racism in any form and will encourage its users to do the same.

7.Religion and Belief

The Council endorses the right of any individual to their own beliefs or the absence of a belief.

8.Sex

The Council recognises that discriminating against a person based on their sex is unlawful. The Council will ensure no persons are discriminated against due to their sex.

9.Sexual Orientation

The Council will ensure all sexual orientations are protected equally. Whether heterosexual, gay, lesbian or bisexual, everyone will be protected against discrimination based on sexual orientation.

Sexist policies, practices and attitudes (including policies, practices and attitudes which may relate to sexual orientation and gender identity) will be challenged, and others will be encouraged to do the same.

The Code of Conduct

- People will be treated with dignity and respect regardless of the group to which they belong.
- People's feelings and views will be valued and respected. Language or humour that people find offensive will not be used or tolerated, e.g. racist jokes or derogatory terminology.
- No one will be harassed or abused or intimidated on the grounds that they belong to a vulnerable group. Incidents of harassment will be taken seriously, and the Council will undertake investigations of any complaints quickly, impartially and thoroughly.
- The Council and the Hirer must ensure that the venue is not used by any groups or speakers in support of any extremist ideology.
- We will be fully aware of the contents of, and fully adhere to, the Equalities Act 2010

Signed on behalf of the Parish Council acting as Sole Trustee

Clive Lenton

Clive Lenton, Parish Council Chair

Date 8th April 2026

Reviewed at each Annual General Meeting

Date of next meeting, April 2027