



Kilve Village Hall

Registered Charity - 304569

Equal Opportunities Policy

Aims

Kilve Village Hall is open to all villagers of Kilve and any organisation or individual that wishes to use the hall. The Trustees and Committee which run Kilve Village Hall (hereafter referred to as the Committee) aim to ensure all activities at the Hall have an atmosphere of friendship, respect and care for each other. In particular, we aim to treat every hall user equally, regardless of their age, disability, gender reassignment, marriage or civil partnership, pregnancy or maternity, race, religion or belief, sex, or sexual orientation

Accessibility

Our hall has level access. The hall is equipped with a PA system and a hearing loop. Our lavatories have been adapted to meet the needs of disabled users. While the lavatories continue to use female and male descriptors, the adaptation made for disabled users would also facilitate privacy for non-binary hall users.

Diversity

Kilve Village Hall is for use by all villagers and the wider community. The Committee aim to organise a range of events and activities to suit the interests and meet the needs of a wide variety of people. It is available for hire by all users and we welcome any group that also respects the needs and beliefs of our diverse community.

The Committee are open to new ideas, and particularly prioritise opportunities for our community to share their cultural heritage with one another.

Inclusion and respect

Every user of Kilve Village Hall should feel equally welcome and included at all Kilve Village Hall meetings, events and activities.

Sexist, racist, homophobic, transphobic or otherwise offensive and inflammatory remarks and behaviour are not acceptable. These constitute harassment, and have no place in the Hall.

Dealing with discrimination and harassment

If any villager or user feels they have been discriminated against by any member of Kilve Village Hall trustees and committee or harassed at a Village Hall event they should raise this with the Committee.

The Committee will investigate the complaint, listening to all members involved. (If the complaint is against a committee member, that member will not be part of conducting the investigation).

If the complaint is against a particular individual, this person will have the opportunity to express their point of view, accompanied by a friend. The person making the complaint will also have this opportunity.

If the complaint is against the Committee as a whole, the Committee must work to ensure that such discrimination is not repeated in the future, and must inform the villagers and users how they propose to do this.

Any decision to exclude a person from the Hall due to discriminatory or harassing behaviour will be made with reference to Kilve Village Hall's constitution. The Committee will support people who feel they have been harassed or discriminated against, and will not victimise or treat them less well because they have raised this.

This policy was adopted at a meeting of Kilve Village Hall Trustees and Committee on 7th November 2023 and will be reviewed annually in September.

Last reviewed: November 2023