



Thruxton Memorial Hall

Equality, Diversity and Inclusion Policy

Purpose

The purpose of this policy is to support the Trustees in ensuring that all users and potential users of Thruxton Memorial Hall are treated equally and inclusively, and are not discriminated against. The policy also supports positive action to make such reasonable adjustments as needed to create an inclusive and welcoming environment for all.

Objectives

The objectives of this policy are:

- a) To manage access to and use of the Hall as a welcoming and non-discriminatory venue for all and in compliance with the provisions of the Equalities Act 2010.
- b) To ensure users of and visitors to the Hall are aware of their responsibilities not to harass, discriminate, disrespect or abuse others.

Implementation

To implement this policy the Trustees will take the following actions:

1) Ensure that the terms of use of the Hall and its operating procedures comply with all relevant equalities legislation and that no person is discriminated against on the basis of:

- Age
- Disability
- Gender reassignment
- Marriage or civil partnership
- Pregnancy or maternity
- Race
- Religion or belief
- Sex
- Sexual orientation

2) Ensure that the Hall is a welcoming and accessible space for all users through practical adjustments (e.g. wheelchair access, disability toilet facilities) and the provision of mechanisms for easy and safe use (e.g. accessible storage spaces, clear operating instructions)

- 3) Treat all users with dignity and respect and encourage users and potential users to discuss their needs and feel confident in identifying adjustments that would facilitate their use and involvement in the Hall.
- 4) Recognise and value the contributions that everyone can make to the success of the Hall as a vibrant community space, regardless of individual differences.
- 5) Implement a zero tolerance approach to instances of intimidation, bullying, harassment or abuse and reserve the right to ban those who are shown to exhibit such unwelcome behaviour.
- 6) Provide a means for hirers and users to report any instances of behaviour contrary to this policy to the Trustees and be kept informed of the action taken.

Policy Review Date: March 2028