

1. Equality and Diversity Policy
(December 2022)



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Date on which this policy was first approved by the Committee

10 October 2023

Date on which this policy was reviewed and amended

i)

Date at which this policy is due for next review

October 2025

A. Responsibilities

- A.1 The trustees and committee members of Aultbea Hall recognise their responsibilities with respect to all aspects of equality and diversity. They believe that no individual or group of people should receive less favourable treatment on the grounds of gender, age, colour, race, nationality, racial or national origins, cultural heritage, disability, marital status, social background, sexual orientation or geographical location.
- A.2 Each individual who has any engagement with the Hall, in any capacity (hirer, volunteer, participant), is expected to co-operate in promoting equality and diversity, showing courtesy and respect to all, developing and maintaining positive relationships and treating others as they would themselves like to be treated. No form of intimidation, bullying or harassment will be tolerated.
- A.3 Each activity leader/organiser who is making use of the Hall has the responsibility for implementing this policy to ensure that everyone engaged with their activity feels safe, respected, is treated fairly and with dignity, and is able to enjoy and benefit from their involvement according to interest, ability and aptitude.

B. Monitoring and development

- B.1 Our aim is to ensure that we become aware of discrimination and any problem it causes. We will challenge any practice or behaviour which discriminates against or deny the rights of individuals or groups in any form. People's feelings and views will be valued and respected. Language or humour that people find offensive will not be used or tolerated, including racist jokes or derogatory terminology
- B.2 All who participate in Hall activities will be given the opportunity of contributing to this policy and be encouraged to propose practical improvements and developments that help to broaden access, inclusion and diversity.
- B.3 The Hall trustees and committee are committed to ensuring that any issues that arise are dealt with effectively and fairly. Concerns that discrimination or unfair treatment has taken place will be taken seriously and investigation of any complaint or example of unacceptable behaviour will be undertaken quickly, impartially and thoroughly.
- B.4 As part of our planning, we will consider how to improve access to all facilities and areas, within the realities of the budget and limitations of the historic premises. We recognise that each individual has particular needs and will strive to enhance the Hall's provision to meet the needs of people with challenges of any nature, be they physical, sensory or intellectual, providing extra support where at all possible within the resources and accommodation available.

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If there is any concern relating to the implementation of this policy, either observed or personally experienced, please contact the Chair of Aultbea Hall [SCIO] or any member of the committee.