

ILLSTON VILLAGE HALL

EQUALITY & DIVERSITY POLICY

As per the Equality Act 2010, the following is the Illston Village Hall policy for all users of the halls. Any contravention of this policy will lead to a withdrawal of any licence and legal rights

IVH MISSION STATEMENT

Harassment, discrimination and abusive behaviour

We are committed to an environment that is free from verbal, physical or online harassment and abuse. We will treat one another with courtesy, dignity and respect, and we will not tolerate any discrimination.

Any conduct that creates an intimidating, hostile, or offensive environment or unreasonably interferes with any other parties renting part of IVH will not be tolerated and will be the subject of disciplinary action and a withdrawal of all rental and legal rights. We do not tolerate abusive behaviour of any form

Examples of such behaviour may include:

Threatening behaviour, intimidation, harassment, assaults or violence;

Sexual, transphobic or racial harassment; or
abuse of position such as to cause distress to subordinates.

As trustees of the IVH charitable trust, we have a responsibility towards the protection of children and vulnerable adults on our premises. Any perceived contravention or abuse of the recommended guidelines of the correct approach to these two groups will be reported to the relevant authority. The Equality Act 2010 legally protects people from discrimination in the workplace and the wider society. It sets out the ways in which it is unlawful to treat someone. It is in force to eliminate discrimination, harassment and victimisation. It is in place to advance equality of opportunity and to foster

good relations between different parts of the community. This covers age, disability, gender reassignment, marital or civil partnership status, pregnancy and motherhood, race, religion or belief (including lack of belief) sex and sexual orientation. Equality and diversity are there to define and champion equality, diversity and human rights as defining values of society. It promotes equality of opportunity for all, giving every individual the chance to achieve their potential, free from prejudice and discrimination.

The requirements to eliminate unlawful sex discrimination and harassment (including gender reassignment) include whether a person's sexual attraction is towards their own sex, the opposite sex or to both sexes. Whether one is straight, gay, lesbian or bisexual should not put them at a disadvantage and the law protects the citizen against discrimination in the workplace, including harassment, on grounds of sexual orientation. A more in depth definition of these protected characteristics are on the Office of Public Sector.

Hate crime (also known as bias motivated or bias crime) will not be tolerated. This is a prejudice motivated crime which occurs when a perpetrator targets a victim because of their membership or perceived membership in a certain social group or race. Examples of such groups can include, and are almost exclusively limited to: sex, ethnicity, disability, language, nationality, physical appearance, religion, gender identity or sexual orientation. Hate crime generally refers to criminal acts which are seen to have been motivated by bias against one or more of the social groups listed above or by bias against their derivatives. Incidents may involve physical assault, damage to property, bullying, harassment, verbal abuse or insults, hate crime or offensive graffiti or letters

Illston Village Hall reserve the right to make changes to or expand on this policy so is not limited to the contents as set out in this document

May 2025