

## **JHMC Policy Statement**

### **Equality and diversity policy**

#### **Statement of intent**

The JHMC is committed to providing equality of opportunity and anti-discriminatory practice for all of the Community.

#### **Aim**

We aim to:

- provide a secure environment in which the hall users can contribute their views which are valued;
- include and value the contribution of all the Community to our understanding of equality and diversity;
- provide positive non-stereotypical information about the Hall's facilities and the role of the Hall within the Community.
- improve our knowledge and understanding of issues of equality and diversity; and make inclusion a thread which runs through all of the activities of the Hall.

The legal framework for this policy is:

- Race Relations Act 1976;
- Race Relations Amendment Act 2000;
- Sex Discrimination Act 1986;
- DDA Act 1995

#### **Methods**

##### *Admissions*

The Hall is available to hire to all members of the Community.

- We advertise our service widely.
- We reflect the diversity of members of our society.
- We provide information in clear, concise language, whether in spoken or written form.
- We do not discriminate against any members of the Community.
- We ensure that all users of the Hall are made aware of the Equality and Diversity Policy.

##### *Employment*

- Posts are advertised and all applicants are judged against explicit and fair criteria.
- The applicant who best meets the criteria is offered the post, subject to references. This ensures fairness in the selection process. All job descriptions include a commitment to equality and diversity as part of their specifications.
- We monitor our application process to ensure that it is fair and accessible.

##### *Valuing Diversity within the Community*

- We welcome the diversity of the Community.
- We encourage the Community to be involved with the promotion of the Village Halls facilities.

This policy was adopted at a meeting of JHMC

Held on (date)

Signed on behalf of