



Equality, Diversity and Inclusion Policy

Statement of Intent

The trustees of Pant Memorial Institute are committed to encouraging equality, diversity & inclusion amongst our community and eliminating unlawful discrimination.

They acknowledge that our country is diverse in culture, race, beliefs and religion and believes 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, religious background, cultural heritage, disability, marital status, social background, sexual orientation or geographical location. The trustees acknowledge that members of these groups are often under-represented, exposed to prejudice and stereotyping, and suffer various disadvantages within our society.

Purpose of the Policy

The purpose of this statement is to set out clearly and fully the positive action that Pant Memorial Institute trustees intend to take to combat direct and indirect discrimination in management of the organisation, relationships with other bodies and the services they provide to the community, community organisations and individuals.

The trustees acknowledge the definitions of various groups of people who are vulnerable to discrimination, as set out in the Equality Act 2010. The trustees will support and implement the legislation and will work to ensure that no person protected by the legislation is discriminated against unlawfully, and that any positive obligations and duties are performed.

Trustee Commitments under this policy

The trustees give the following specific commitments:

- where reasonably practical, widen accessibility by removing barriers which make it difficult for people with disabilities to use the hall.
- where reasonably practical, provide facilities for people with disabilities to enable them to participate in activities
- ensure that the design of publicity and information take account of the needs of people with disabilities
- deal with any complaints of discrimination promptly, impartially, thoroughly and confidentially
- ensure that all hirers, contractors, volunteers and trustees are aware of the Hall's policy on equality
- ensure that the equal opportunities policy is monitored and reviewed as needed

- challenge racism in any form and encourage its users to do the same
- challenge sexist policies, practices and attitudes and encourage users to do the same
- endorse the right of each individual to his or her own religious belief or the absence of a belief
- encourage people from under-represented groups to attend and participate in the activities held at the hall, and to join in with its management

Code of Conduct

1. People will be treated with dignity and respect regardless of the group to which they belong
2. People's feelings and views will be valued and respected. Language or humour that people find offensive will not be used or tolerated e.g. racist jokes or derogatory terminology
3. No-one will be harassed, abused or intimidated on the grounds that they belong to a vulnerable group (or on any grounds) Incidents of harassment will be taken seriously and the committee will undertake investigations of any complaints quickly, impartially, thoroughly and confidentially.