



August 2023

EQUALITY AND DIVERSITY POLICY

DEDDINGTON WINDMILL COMMUNITY CENTRE



Version: 2.0 Date: August 2023 Next Review: August 2024
Author: Windmill Management Officers



EQUALITY AND DIVERSITY POLICY FOR THE WINDMILL COMMUNITY CENTRE

Our philosophy

The Windmill Community Centre in Deddington is committed to encouraging a supportive and inclusive culture amongst its community by creating a positive place where everyone can enjoy an environment which is safe, enjoyable and respectful.

Our principles

This policy reinforces our commitment to providing equality and fairness to all in our hirers, staff and volunteers and to avoid less favourable facilities or treatment on the grounds of

- gender (including sex, marriage, gender re-assignment)
- race (including ethnic origin, colour, nationality, and national origin)
- disability
- sexual orientation
- religion or belief
- age
- social background
- Marriage and civil partnerships

We are opposed to all forms of unlawful and unfair discrimination as outlined in the Equality Act 2010.

The Windmill Community Centre commitment

Our aim is to ensure that all hirers, staff and volunteers are given equal opportunity and that our organisation is representative of all sections of society.

All hirers, staff and volunteers will be treated fairly and with respect. We will provide help and encouragement to develop all our staff to their full potential and utilise their skills and talents.

When we select candidates to become Trustees, members of the Management Committee, or other volunteers, it will be on the basis of their aptitude and ability.

We are committed to:

- ✓ Creating an environment in which individual differences and the contributions of everyone are recognised and valued;
- ✓ Creating an environment that promotes dignity and respect for everyone;
- ✓ Not tolerating any form of intimidation, bullying, or harassment, and to avoid hiring the facility to those that breach this policy;
- ✓ Making training available to all staff and volunteers where appropriate;
- ✓ Promoting an inclusive culture for all our community and the people that we serve;
- ✓ Encouraging anyone who feels they have been subject to discrimination to raise their concerns so we can apply corrective measures;
- ✓ Encouraging everyone to be treated with dignity and respect; and
- ✓ Regularly reviewing all our practices and procedures so that fairness is always

maintained.

We seek to promote diversity and inclusion and to respond to the needs of all individuals in a fair and equitable manner, whilst observing our commitment and responsibility to current legislation.

The community's responsibilities

All hirers, staff, volunteers, and Windmill Community Centre event attendees are required to assist us in meeting our commitments, to ensure equality, diversity and inclusion and avoid unlawful discrimination.

The Windmill Community Centre Management Committee consider acts of discrimination, harassment, bullying or victimisation as unacceptable behaviour and hirers supporting this behaviour will result in the hall not being available to hire to those persons in the future.

Grievances

If you consider that you may have been unlawfully discriminated against, you may contact the Windmill Community Centre Vice Chair at enquiries@thewindmillededdington.org or any member of the Windmill Community Centre Management Committee to make a complaint.