

# Equality Policy for Simpson Hall

## Introduction

Simpson Hall is committed to creating a welcoming and inclusive environment for all members of our community. We believe that everyone has the right to access our facilities and participate in our activities without fear of discrimination. This policy outlines our commitment to equality and diversity.

## Scope

This policy applies to all users of Simpson Hall, including:

- People attending events or activities organized by the hall committee.

- People hiring the hall for their own events.

- Staff/Trustees and volunteers involved in running the hall.

## Protected Characteristics

We will not tolerate discrimination on the grounds of any protected characteristic as defined by the Equality Act 2010. These characteristics include:

- Age

- Disability

- Gender reassignment

- Marriage and civil partnership

- Pregnancy and maternity

- Race (including colour, nationality, and ethnic or national origin)

- Religion or belief

- Sex

- Sexual orientation

## Our Commitments

**Access:** We will ensure that our facilities are accessible to everyone, wherever possible. This may include making reasonable adjustments for people with disabilities.

**Promotion:** We will actively promote the use of our facilities by all sections of the community. This may involve targeted outreach and publicity.

**Pricing:** We will set fair and transparent pricing for hall hire and activity fees, ensuring affordability for all.

**Staff Training:** We will provide training to our staff and volunteers on equality and diversity issues.

**Complaints Procedure:** We will have a clear and accessible complaints procedure for dealing with allegations of discrimination.

## **Responsibilities**

Committee: The Committee is responsible for overseeing the implementation of this policy.

Hall Users: All users of the hall have a responsibility to treat each other with respect and dignity.

Staff/Trustees and Volunteers: Staff/Trustees and volunteers have a responsibility to uphold this policy and report any concerns about discrimination.

## **Complaints**

If you believe that you have been discriminated against, please contact a member of the Committee or the Bookings Manager. All complaints will be taken seriously and investigated confidentially.

## **Review**

This policy will be reviewed regularly to ensure that it remains effective.

## **Further Information**

For further information on equality and diversity, you can visit the Equality and Human Rights Commission website: <https://www.equalityhumanrights.com/>

## **Contact**

For any questions about this policy, please contact:

The Chair of the Trustees – Gerry Blyth 07548 741132

By adopting this policy, Simpson Hall aims to create a vibrant and inclusive community hub that is accessible to all.