



Lyng and District Community Hall  
Richmond Place  
Lyng  
Norfolk  
NR9 5RF  
Charity Number 1156339



## EQUAL OPPORTUNITY AND DIVERSITY POLICY

The Trustees and Management Committee of Lyng & District Community Hall (L&DCH) believe that everyone has a contribution to make to our society and a right to equal opportunity. We value diversity and will promote involvement and use of the Village Hall by all members of our community.

No employee, user, volunteer, hirer, organisation, individual or beneficiary will be discriminated against by L&DCH on the grounds of:

- gender (including sex, marriage, gender re-assignment)
- race (including ethnic origin, colour or nationality)
- disability
- sexual orientation
- religion or belief
- age
- social background
- geographical location

### L&DCH WILL:

- display this notice prominently, including the name and details of the Management Committee member who should be contacted if there are any concerns.
- communicate to every employee, user, volunteer, hirer, organisation, individual and beneficiary that they will be treated with dignity and respect.
- regularly review our policy and procedures and change them if they are found to be actually or potentially discriminatory.
- ensure that appointment to the Management Committee will be available to all.
- respond sensitively, sympathetically and objectively to any complaint of discrimination, harassment or victimisation.
- take appropriate action against any employee, user, volunteer, hirer, organisation, individual or beneficiary who breaches this Equality & Diversity Policy. If the breach relates to inciting racial disharmony or hatred, or serious sexual misconduct, then any agreement between L&DCH and the party in breach may be terminated with immediate effect.

### Every employee, user, volunteer, hirer, organisation, individual and beneficiary of L&DCH undertakes to:

- comply with this Equal Opportunity and Diversity policy.
- treat other employees, users, volunteers, hirers, organisations, individuals and beneficiaries with dignity and respect.
- report any suspected discriminatory actions.
- promote equality of opportunity and avoid unlawful discrimination, and never themselves unlawfully discriminate.
- not to harass or intimidate any other employee, user, volunteer, hirer, organisation, individual or beneficiary on any of the grounds set out above.

No form of intimidation, bullying or harassment will be tolerated.

Our Equal Opportunity & Diversity Policy will be reviewed every 3 years and will be monitored annually. It will also be updated to comply with any relevant legislative changes.

**PLEASE CONTACT the Hall Manager, Izzy Salmon** if there are any concerns about discrimination or harassment.



[www.lyngvillagehall.co.uk](http://www.lyngvillagehall.co.uk)  
Email: [LyngHall@mail.com](mailto:LyngHall@mail.com)

