**Kingston Village Hall – Equality, Diversity and Accessibility Policies**

The Trustees acknowledge that the United Kingdom 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 any protected characteristic. The Committee acknowledges that members of these groups are often under-represented, exposed to prejudice and stereotyping, and suffer various disadvantages in our society.

The Trustees will use their best endeavours to combat direct and indirect discrimination in employment policy, management of the organisation, relationships with other bodies, and the services it provides to the community, community organisations and individuals.

The Trustees are committed to providing equality of opportunity in all areas of its work. We recognise that positive steps need to be taken to ensure equality of provision in areas of representation, service provision and access.

The Trustees acknowledge the definitions of various groups of people who are vulnerable to discrimination as set out in the relevant legislation. We 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 obligations and duties are performed to the best of our abilities and resources.

The Trustees give the following specific commitments.

1. **Disability** We recognise that not all disabilities are visible and will endeavour to operate in a manner that does not presume that no visible disability means no disability
2. **Age** We believe that people of all ages have skills, experiences and ideas, which are equally valid, and have valid needs, expectations and aspirations
3. **Ethnic Minorities** Trustees will be alert to any implications of its services and actions for potential unlawful discrimination. We will challenge racism in any form and will encourage its users to do the same.
4. **Gender and Sexual Orientation** Policies, practices and attitudes which discriminate on the grounds of sexual orientation and gender re-assignment will be challenged, and users will be encouraged to do the same
5. **Religion and Belief** The Trustees support the right of every individual to their own religious beliefs or the absence of a religious belief.

The Code of Conduct

1. People will be treated with dignity and respect regardless of any protected characteristic
2. People’s feelings and views will be valued and respected. Language or humour that people find offensive will not be tolerated.
3. No one will be harassed, abused or intimidated. Incidents of harassment will be taken seriously, and the Kingston Village Hall Management Committee will undertake investigations of any complaints quickly, impartially and thoroughly.

**Accessibility Policy**

To meet the need for universal accessibility, through the 2017-19 renovation the Trustees have provided:

* Increased mobility access in the form of a level floor to all internal areas
* Improved external accessibility via a ramp with handrail and steps from the car park
* An accessible toilet
* Baby-changing facilities
* Improved sound absorbtion
* Improved heating system to make the hall more comfortable in cold weather
* Improved natural light
* A safe outside area for children to play under supervision

The Trustees will continue to monitor the accessibility of the Hall and will make improvements when resources are available and users have need.

These policies will be reviewed every three years

Two Trustees to sign

Patricia Draper

Paul Wright

Dated: 01/03/2024