



## The Community Hall Jameston SA70 8QG

### Equality and diversity policy

A founding principle in our constitution, our governing document, is that we:

*...provide and maintain a village hall for the use of the inhabitants of Jameston and the surrounding villages including Manorbier Newton and Manorbier (the area of benefit) without distinction of political, religious or other opinions and/or differences.*

JCA opposes all forms of unlawful and unfair discrimination and is committed to:

- 1) encouraging a supportive and inclusive culture across the community, by creating a positive place where everyone can enjoy an environment which is safe and enjoyable, and where everyone is treated with dignity and respect
- 2) promoting diversity and inclusion and responding to the needs of all individuals in a fair and equitable manner, while observing our commitment and responsibility to current legislation
- 3) avoiding less favourable facilities or treatment on the grounds of age, disability, gender, marriage and civil partnership, pregnancy and maternity, race, ethnic origin, colour, nationality, national origin, religion or belief, or sex and sexual orientation
- 4) ensuring that all hall hirers and users, trustees, volunteers, JCA members and local residents are given equal opportunity and are treated fairly and with respect
- 5) recognising and valuing individual differences and contributions
- 6) a zero-tolerance approach to any form of discrimination, victimisation, intimidation, bullying or harassment, and a clear policy of not hiring the facility to those that breach this approach
- 7) promoting an inclusive culture for all our community and the people that we serve
- 8) encouraging anyone who feels they have been subject to discrimination to raise their concerns, so we can apply corrective measures
- 9) reviewing regularly our practices and procedures, to maintain fairness at all times.

If you consider that you – or someone else– may have been unlawfully discriminated against, please tell the JCA Chairperson or any other trustee to make a complaint.