

CHILBOLTON VILLAGE HALL

Diversity, Equality and Inclusion Policy

The Management Committee of Chilbolton Village Hall is committed to fostering an environment that is inclusive, equitable and welcoming to all individuals, regardless of race, gender, age, disability, religion, sexual orientation or socioeconomic background. This policy outlines its commitment to ensuring that diversity is embraced and that equality and inclusion are actively promoted in all aspects of the hall's operations.

Commitment to Diversity and Inclusion

The management committee believes that diversity enriches the Chilbolton community and strengthens social cohesion. It commits to:

- providing a safe and inclusive space for all users and visitors;
- recognising and celebrating the diverse backgrounds, experiences and perspectives within the community; and
- ensuring that the village hall's programmes, events and services are accessible to everyone.

Equal Opportunities

The management committee will not tolerate discrimination or unfair treatment. All individuals will be treated with dignity and respect. This means:

- equal access to hall facilities and services;
- transparent and fair hiring and volunteer opportunities; and
- no tolerance for discrimination, harass or exclusionary practices.

Accessibility and Practical Adjustments

The management committee is committed to making the hall accessible by:

- ensuring physical accessibility (eg two designated disabled parking bays close by the entrance, ground level unstepped access to all facilities, accessible toilets adapted for disabled); and
- where practical, adapting programmes to meet different needs.

Representation and Engagement

The management committee encourages community involvement in decision-making by:

- consulting with diverse community members, particularly through Representative Members on the management committee, on policies and practices; and
- receiving regular updates on village associations at management committee meetings.

Reporting and Accountability

To uphold this policy, the management committee will:

- support reporting of discrimination or exclusion;
- take swift and fair action to address concerns; and
- review and update this policy at least annually to reflect best practices.

Contact Information

For further inquiries or to report concerns regarding this policy, please contact the Chairman of the Chilbolton Village Hall Management Committee (present chairman Howard Barrie email howard.barrie@outlook.com).

This policy was approved and adopted by the members of the Management Committee of Chilbolton Village Hall on 23 June 2025