

**Diversity and Equality Policy**  
**for**  
**Bacton-on-Sea Village Hall (BoSVH)**  
Charity No. 303896

BoSVH is committed to being an equal opportunities charity. Our Diversity and Equality Policy applies to our governance (see extract from Governing Scheme at bottom of this page), service delivery, potential employment, as well as volunteering practices. Partners, groups or other organisations we work with are also expected to abide by the policy.

The policy is defined by the following points:

**No direct discrimination**

- Ensuring that people are not treated less favourably on the grounds of their disability, ethnicity, national origin, colour and race, sex, marital status, religious belief and political opinion, sexual orientation, age or trade union membership/non-membership.
- Ensuring requirements or conditions, do not unfairly or unjustifiably limit access to services, potential job or volunteering opportunities.

**Equal access**

- Increasing access to services, volunteering or job opportunities by having policies and practices which take account of diverse needs and ensures that BoSVH, both in its operation and service delivery, is truly inclusive of the community, in which it is located.

**Positive action**

- To pro-actively encourage diverse groups and individuals, who are under-represented amongst service-users, volunteers or trustees.
- To actively and preferentially seek partners who reflect diversity – e.g. as in our co-operation with ‘Catering with Friends’.
- To support user-groups and partners in adapting these principles, by providing a venue which is fully accessible and fitted with a hearing loop system.

***Extract from our Governing Scheme:***

***Object:***

*‘The object of the charity is the provision and maintenance of a village hall for use by the inhabitants of the area of benefit, without distinction of political, religious or other opinions.’*

As the charity has no employees, the responsibility for this policy, its implementation and periodical review to reflect current law, rests with the board of trustees. (March 2009)