



Red Lion House Charity

Charity Number; 1176422

Equality and Diversity Policy

Introduction

Red Lion House Charity is a people-led organisation that strives to meet the needs of the community through fair and appropriate employment and development of the people who work and volunteer for Red Lion House. It is committed to encouraging a supportive and inclusive culture amongst its community by creating a positive place where everyone can enjoy an environment which is safe, enjoyable and respectful.

Red Lion House Charity will always try to ensure equality and fairness for all our hirers and volunteers and to avoid 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. We are opposed to all forms of unlawful and unfair discrimination.

Aim

It is our intention that all hirers and volunteers are given equal opportunity and that our organisation is representative of all sections of society.

All hirers and volunteers will be treated fairly and with respect.

When we select candidates for the Management Committee or other volunteer positions, it will be on the basis of their aptitude and ability.

We are committed to:

- Creating an environment in which individual differences and the contributions of everyone are recognised and valued.
- Creating an environment that promotes dignity and respect for everyone.
- Not tolerating any form of intimidation, bullying, or harassment, and to avoid hiring the facility to those that breach this policy.
- Promoting an inclusive culture for all our community and the people that we serve.
- Encouraging anyone who feels they have been subject to discrimination to raise their concerns so we can apply corrective measures.
- Encouraging everyone to be treated with dignity and respect.

- Regularly reviewing all our practices and procedures so that fairness is maintained at all times.

We seek to promote diversity and inclusion and to respond to the needs of all individuals in a fair and equitable manner, whilst observing our commitment and responsibility to current legislation.

The community’s responsibilities

We expect all hirers, volunteers and community centre event attendees to help us in meeting our commitments, to ensure equality, diversity and inclusion and avoid unlawful discrimination.

We consider acts of discrimination, harassment, bullying or victimisation as unacceptable behaviour and hirers supporting this behaviour will result in the centre not being available to hire to those persons in the future.

Relevant Legislation

Equality Act 2010

Employment Rights Act 1996

Sex Discrimination Act 1975;

Race Relations Act 1976 and the Race Relations Amendment Act Feb 2000;

Disability Discrimination Act 1995;

the Human Rights Act Nov 1998;

This policy needs to be read in conjunction with:

Prevention of Bullying and Harassment Policy

Safer Recruitment Policy

Safeguarding Vulnerable Adults Policy

Agreed by the Red Lion House Charity

Date July 2023

Review Date July 2026

Signed*CDean*.....