

Talaton Parish Hall – Equality, Diversity and Inclusion Policy

1. Introduction

Talaton Parish Hall is a registered charity at the heart of our community. We are committed to providing a welcoming, inclusive, and accessible environment for everyone who uses the hall, works with us, or volunteers with us.

This policy sets out our approach to equality, diversity and inclusion and demonstrates our commitment to meeting our legal duties under the Equality Act 2010 and the expectations of the Charity Commission.

2. Our Commitment

- We value diversity and recognise that everyone is different.
- We are committed to ensuring that no one is unfairly treated or disadvantaged because of their age, disability, gender, gender reassignment, marriage or civil partnership, pregnancy or maternity, race (including colour, nationality, and ethnic or national origin), religion or belief, sex, or sexual orientation.
- We aim to promote equal opportunities, celebrate diversity, and create an inclusive culture in everything we do.

3. Scope

This policy applies to:

- All users and hirers of Talaton Parish Hall
- Trustees and committee members
- Volunteers
- Contractors and suppliers

It covers all aspects of the hall's operation, including events, activities, hiring arrangements, employment or volunteer opportunities, and service delivery.

4. Our Responsibilities

Trustees and Committee

- Lead by example, upholding and promoting equality and diversity.
- Ensure this policy is communicated, understood and implemented.
- Review practices and decisions to ensure they do not directly or indirectly discriminate.

Volunteers and Staff

- Treat all users, visitors, and fellow volunteers with fairness, dignity and respect.
- Challenge unacceptable behaviour and report concerns to the committee.
- Support an inclusive environment where everyone feels valued.

Hall Users and Hirers

- Are expected to comply with this policy when hiring or using the hall.
- Must not discriminate against or exclude any individual or group.

5. Implementation

To put this commitment into practice we will:

- Make the hall as physically accessible as possible.
- Use inclusive language in our communications.
- Provide equal access to hire opportunities on fair terms.
- Encourage participation from all sections of the community.
- Take complaints about discrimination, harassment, or bullying seriously and act promptly.

6. Monitoring and Review

- The committee will review this policy every two years, or sooner if required by changes in legislation or Charity Commission guidance.
- Feedback from hall users and volunteers will be encouraged to help improve our approach.

7. Breaches of Policy

Any breaches of this policy will be taken seriously. Depending on circumstances, action may include withdrawal of hall hire, removal from volunteer roles, or referral to external authorities where appropriate.

8. Approval

This policy was approved by the Talaton Parish Hall Committee on the 8th October 2025.

Signed: _____

Chairperson – Talaton Parish Hall Committee