



## Equality, Diversity and Inclusion Policy

### Introduction

**Equality** means making sure that no person or group is treated less favourably than another because of their:

- Age
- Disability
- Race, colour, ethnic or national origin
- Religion, creed or belief
- Gender or sex
- Gender reassignment
- Sexual orientation
- Marriage / civil partnership
- Pregnancy / maternity
- Responsibilities for dependants
- Class or socio-economic background
- Employment status

or because of any other factor that can give rise to unfair treatment

**Diversity** means having a wide range of people with different characteristics and perspectives involved throughout an organisation.

**Inclusion** goes beyond equality and diversity to emphasise that people with a wide range of characteristics and perspectives should be welcomed and valued within the organisation.

### Policy

Exeter Street Community Hall Limited (ESCH) has therefore established the following policy:

We value and encourage equality, appreciating individual differences, collective variety and the benefits that these different perspectives and experiences bring.

We recognise that talent and potential are distributed across the population and that we will do best as an organisation if we are able to attract and retain a diverse set of employees, volunteers, members and Hall users.

We value inclusion and are committed to welcoming people from all groups into our employment, volunteering and provision of activities and services.

We will take the following steps to put these values into practice:

### Implementation

ESCH will endeavour to ensure that no employees, volunteers, directors, members or Hall users are discriminated against as a result of the characteristics listed in the introduction to this policy, whether intentionally or unintentionally, directly or indirectly.

We will ensure that our practices comply with all prevailing relevant legislation, principally (at time of latest review) the Equalities Act, 2010.

We will make sure that people from all backgrounds are welcomed.

We will promote an atmosphere in which all people have regard for one another's rights and everyone is treated with respect and dignity.

We will monitor the effectiveness of our policy.

We will regularly review our policies and procedures to ensure that they continue to promote equality, diversity and inclusion.

Overall responsibility for this policy and its implementation lies with the ESCH Management Committee.