



Horndon on the Hill Village Hall

Equality Policy

Reg. Charity No. 274903

Equal Opportunities Statement

Horndon-on-the-Hill Village Hall Trustees recognise the UK's diverse population and are committed to ensuring no one is treated less favourably due to gender, age, race, nationality, disability, marital status, social background, sexual orientation, religion, or location. We acknowledge that some groups are under-represented or face prejudice and aim to combat discrimination in all areas of our work, including management, services, and community engagement.

Aims

- Promote awareness of discrimination and its impact.
- Challenge discriminatory practices, legislation, and institutions.
- Take positive action to address societal inequalities.
- Develop, implement, and monitor our equal opportunities policy.

Commitments

Horndon-on-the-Hill Village Hall Trustees will:

- Improve accessibility for people with disabilities and provide suitable facilities.
- Ensure publicity and information are inclusive.
- Address complaints of discrimination promptly and confidentially.
- Educate staff, hirers, and trustees on the policy.
- Monitor and review the policy annually.
- Challenge racism, sexism, and intolerance.
- Respect all religious beliefs and encourage participation from underrepresented groups.

Code of Conduct

1. Treat everyone with dignity and respect.
2. Value all opinions; avoid offensive language or humour.
3. Prevent harassment and investigate complaints promptly and confidentially.

This policy was written by Nell Edwards, Vice Chairperson, Horndon on the Hill Village Hall.

Reviewed & approved: December 2025

Next review: February 2028