
 **SAMLESBURY** 
WAR MEMORIAL HALL

EQUALITY AND DIVERSITY POLICY

Policy last updated : April 2026

Definitions

Users : Trustees and Committee members, Visitors, contractor, and Hirers of SWMH premises and persons attending such events

Premises: SWMH Hall, car park and grounds

We believe that a culture of equality, diversity and inclusion benefits our community , supports well being and provides a sense of belonging.

This policy has been developed using guidelines as set out by the Equality Act 2010 including any changes to legislation with regards to the recruitment of Trustees, volunteers and members on the engagement of contractors where necessary.

As an organisation who upholds equality and diversity we shall, so far as in practicable, ensure no user/ user group receives less favourable treatment based on their:

- Disability
- Gender, gender identity or gender reassignment status
- Marital status
- Race, racial group, ethnic or national origin or nationality
- Religion or belief
- Sexual orientation
- Age
- Civil partnership status
- Pregnancy or maternity
- Paternity
- Caring responsibilities
- Part-time status
- Fixed term status

What we expect from ALL Users

We expect ALL users to take personal responsibility for observing, upholding, promoting and applying this policy. Our culture is made up of regular interactions to create the right environment and adoption of our responsibilities for dignity, respect and trust.

By embedding such values and constructively challenging inappropriate comments or behaviours you will help us to achieve and maintain a truly inclusive environment for the benefit of all.

Any dealings you have with other users must be free from and form of discrimination, harassment, victimisation or bullying.

If any Committee member or trustee is found to have committed, authorised, or condoned an act of discrimination , harassment, victimisation or bullying then the matter will be investigated by the SWMH Chairman and co-opted Committee members with no direct involvement in the matter. The possible outcome of such investigation could lead to Equality and Diversity training or expulsion from the Committee. In the instance of The Chairman carrying out such behaviours the investigation will be undertaken by SWMH President

The Committee reserves the right to prohibit future hire or engagement with users who are suspected of discrimination, harassment, victimisation or bullying.

Users are required to instigate their own internal arrangements for Equality and Diversity.

SWMH recognises freedom of speech but will not accept any bookings where a hirer is likely to incite hatred, promote extremism or violate equality laws.

Signed.....

Name: Gordon Barton

Position: Chairman

Other relevant SWMH policies supporting the Equality and Diversity policy as uploaded on www.samlesburywarmemorialhall.co.uk

- Health and Safety policy
- Safeguarding policy

Next due review date: April 2027