WRENBURY VILLAGE HALL TRUST Charity Number 1106487

Equality and Diversity Policy

November 2026

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INTRODUCTION

1. The Equality Act 2010 offers protection from numerous types of discrimination, harassment and victimisation on the grounds of a range of people's characteristics. These 'protected characteristics' are:

- age
- disability
- race
- gender including gender reassignment, pregnancy and maternity
- sexual orientation
- religion and belief, or lack of religion or belief
- marriage and civil partnership

1.1 The Act also offers protection on the grounds of *discrimination by association*. This provision relates to people who do not necessarily have a protected characteristic themselves, but who may face discrimination because they are associated with individuals who do have protected characteristics, for example a carer of a disabled person.

1.2 By integrating consideration of equality and good relations into our day-to-day business, Wrenbury Village Hall can demonstrate that we are paying due regard to the three aims of the general equality duty. The duty's three aims are:

i. Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Act.
ii. Advance equality of opportunity between people who share a protected characteristic and those who do not.
iii. Foster good relations between people who share a protected characteristic and those who do not.

1.3 Having due regard involves:

I. Removing or minimising disadvantages suffered by people due to their protected characteristics.

II. Taking steps to meet the needs of people from protected groups where these are different from the needs of other people.

III. Encouraging people from protected groups to participate in public life or in other activities where their participation is disproportionately low.

1.4 This policy applies to all Wrenbury Village Hall volunteers, whether permanent, temporary or casual, part-time who are not Wrenbury Village Hall employees (referred to collectively as "workers").

1.5 All workers including volunteers have a duty to act in accordance with this policy and therefore to treat colleagues with dignity at all times, and not to discriminate against, or harass, other

workers, whether junior or senior to them. In some situations, Wrenbury Village Hall may be at risk of being held responsible for the acts of individual workers including volunteers and we will not therefore tolerate any discriminatory practices or behaviour. This applies equally to the treatment of clients by volunteers.

1.6 All workers including volunteers are responsible for the success of this policy and must ensure that they familiarise themselves with the policy and act in accordance with its aims and objectives.

2 THE POLICY

2.1 Wrenbury Village Hall recognises, respects and values equal opportunity and diversity. We will strive in all the services we offer to meet the needs and expectations of clients from all sections of society. We will also strive to become an organisation that reflects more fully the diversity of the society we serve, and truly values the contribution which people from all sections of society can make to our work.

2.2 We will apply Wrenbury Village Hall's principles of non-discrimination, equality of opportunity and diversity equally to the treatment of members of Wrenbury Village Hall's workforce including volunteers, of visitors, and of clients.

2.3 We will ensure that all strategies, plans, policies and best practice guidelines promote equal opportunities and diversity among clients and workers. To do this we will consult with those who have particular knowledge or experience of equality and diversity issues.

2.4 We will maintain appropriate equality and diversity records about clients and workers in order to inform service and organisational development.

2.5 We will share our commitment to valuing the diversity of society with others with whom we work, or from whom we purchase goods and services.

3 IMPLEMENTATION

3.1 We will seek to avoid discrimination in client's ability to access services, including providing services, within available resources, to clients who cannot pay the full cost.

3.2 As an organisation we will provide real equality of opportunity in the advertising of jobs, recruitment and selection, training and development, opportunities for promotion, conditions of service, benefits and facilities and termination of volunteering agreements, engagement of all our volunteers and will ensure that no prospective or existing volunteer is treated less favourably than another or is unlawfully discriminated against.

3.3 We will actively seek ways to increase the diversity of trustees and other voluntary workers particularly focusing on those sections of the Cheshire East communities which are under-represented.

3.4 We will work to develop all our volunteers to their maximum potential and make best use of their different talents.

3.5 We will not tolerate abuse, harassment or victimisation of volunteers and other employees and will invoke the Disciplinary procedures, where appropriate, to address such discriminatory practices.

3.6 If an individual is disabled or becomes disabled in the course of volunteering or with Wrenbury Village Hall the volunteer champion/volunteer coordinator will discuss with the individual what special needs they may have. This is to enable us to support the individual as much as possible and to consider what, if any, reasonable adjustments can be made to his or her voluntary role.

3.7 In accordance with the provisions of Part 3 of the Disability Discrimination Act, 1995 our organisation will monitor the physical features of our premises to consider whether they place disabled workers, volunteer/job applicants or clients, at a substantial disadvantage when compared to other workers, volunteer/job applicants or clients. Where possible and proportionate, we will make reasonable adjustments to improve access for disabled workers, volunteer/job applicants and service users.

3.8 If a volunteer/client believes that they may have been discriminated against, the Organisation's Complaints procedure will be followed.

3.9 If a volunteer believes that they may have been disadvantaged, he or she is encouraged to raise the matter with his or her volunteer champion/volunteer coordinator. The Disciplinary and Grievance procedures will then be followed, as appropriate, in relation to instances where there is an alleged infringement of this policy.

3.10 Allegations regarding potential breaches of this policy will be treated in confidence and investigated in accordance with the relevant procedure. Volunteers who make such allegations in good faith will not be victimised or treated less favourably as a result. However, false allegations of a breach of this policy which are found to have been made in bad faith will be dealt with under the Disciplinary procedure.

3.11 If, after investigation, a volunteer is found to have discriminated against, or harassed, any other worker/volunteer he or she will be subject to disciplinary action. In serious cases, such behaviour may constitute gross misconduct and, as such, may result in dismissal and volunteer agreement ended indefinitely for the organisation.