

# Mudford Village Hall

## Equality, Diversity and Inclusion (EDI) Policy

### Mudford Village Hall

#### Purpose

Mudford Village Hall is committed to promoting equality, embracing diversity, and ensuring inclusion for all volunteers. This policy outlines our commitment to treating everyone fairly and with respect, regardless of their background, and creating an environment where everyone feels valued and able to contribute fully.

#### Scope

This policy applies to all individuals who volunteer at Mudford Village Hall, including regular volunteers and occasional helpers. It would be expected but not enforced that users, contractors and hirers recognise that there is a duty of care upon them to comply with this policy.

#### Our Commitment

We will:

- Promote equality of opportunity for all volunteers.
- Create an inclusive environment that values diversity.
- Ensure no volunteer is discriminated against based on age, disability, gender reassignment, marital or civil partnership status, pregnancy or maternity, race, religion or belief, sex, or sexual orientation.
- Promote understanding and respect between individuals from different backgrounds.
- Take appropriate action against discrimination or harassment.

#### Expectations of Volunteers

All volunteers are expected to:

- Treat others with dignity and respect.
- Challenge discriminatory behaviour or practices when witnessed.
- Support an inclusive environment by being aware of unconscious bias and showing consideration for others' experiences and perspective.

- Follow this policy and raise any concerns with a member of the Village Hall committee.

## **5. Recruitment and Involvement of Volunteers**

Volunteer opportunities will be:

- Open to everyone, subject to role-specific requirements.
- Promoted in a way that reaches a wide and diverse audience.
- Offered based on individuals' skills, interests and availability, not on characteristics protected by law.

## **Handling Concerns and Complaints**

Any volunteer who feels they have been treated unfairly, or who witnesses inappropriate behaviour, is encouraged to report this in confidence to the Chair of the Village Hall or a member of the Village Hall Committee. All concerns will be taken seriously and handled promptly, fairly, and confidentially.

## **7. Monitoring and Review**

We will:

- Monitor the inclusivity and diversity of our volunteer team periodically.
- Review this policy annually or as needed to reflect legislative changes and best practice.
- Take feedback from volunteers seriously and use it to improve our approach.

## **8. Responsibility**

Overall responsibility for this policy rests with the Mudford Village Hall Committee/Trustees. All volunteers and coordinators share in the responsibility to uphold and promote this policy in their day-to-day involvement.

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**Adopted by:** Jan Sugg

**Date of Adoption:** May 2025

**Next Review Date:** May 2026