



Naphill Village Hall & Playing Fields Council

## Equalities Policy

### 1.0 Policy Statement

The Trustees of Naphill Village Hall & Playing Fields believe that everyone who uses their facilities has the right to be treated fairly, equally and with respect.

We will do our best to ensure that the facilities and activities that we provide are genuinely accessible to all members of the community

### 2.0 Protected Characteristics

It is unlawful to discriminate against anyone based on disability, age, gender, religion or belief, ethnic origin, colour, marital status, cultural heritage, social background, gender re-assignment, pregnancy or maternity.

Trustees will speak up if they witness any user of the village hall and playing fields behaving in a way that is discriminatory and will remind them both of the law and of this policy.

### 3.0 Direct and Indirect Discrimination

Trustees will ensure that their policies regarding use of the facilities do not discriminate either directly or indirectly.

**Direct discrimination:** This is where one person is, because of a protected characteristic, treated worse than another person is or would be treated. An example would be not allowing someone to join a club or group because of their ethnic origin.

NB: Specific provisions allow for different treatment because of age, where it is justified as a proportionate means of meeting a legitimate aim and for treating a person with a disability more favourably than people without disabilities.

**Indirect discrimination:** This is having a condition, rule or policy which applies to everyone but has a worse impact on some people who share a particular protected characteristic. Indirect discrimination can be justified 'if it can be shown that the rule, policy or practice is intended to meet a legitimate objective in a fair, balanced and reasonable way', i.e. it can be objectively justified.

There is also protection in law for discrimination that is a consequence of a disability or connected with it unless it can be objectively justified.

#### **4.0 Reasonable Adjustments**

Trustees have a duty to make reasonable adjustments to premises or to the way that the facilities are used to enable those with disabilities to access them to the same standard as others. We will plan ahead to ensure that our facilities remain accessible to all.

#### **5.0 Unacceptable Conduct**

Within our village hall premises and on our playing fields the following types of conduct are prohibited:

##### **Harassment**

Unwanted conduct relating to a relevant protected characteristic which has the purpose or effect of violating a person's dignity, creating an intimidating, hostile, degrading, humiliating or offensive environment for an individual or group

##### **Victimisation**

When a person is treated badly because they have complained about discrimination or harassment or have helped someone else complain.

##### **Discrimination by Association**

When someone is treated unfavourable because they are linked or associated with someone with a protected characteristic.

##### **Discrimination by Perception**

This is when someone is treated less favourable because people think they have a protected characteristic, even if it is not true.

#### **Approval**

This policy has been reviewed and approved by the Council on 3<sup>rd</sup> September 2018

**Date for next review:            September 2019**