

Equality, Diversity & Inclusion Policy

Heron Hall — Storth Playing Field

Policy Title	Equality, Diversity & Inclusion Policy
Organisation	Heron Hall (Storth Playing Field), Charity No. 503690
Version	1.0
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Approved By	Marie Leadbetter

1. Introduction

Heron Hall (registered as Storth Playing Field, Charity No. 503690) is a community hall and playing field serving the village of Storth and the surrounding area. We are governed by a committee of volunteers who are committed to ensuring that our venue and activities are welcoming, inclusive, and accessible to everyone in our community.

This policy sets out our commitment to equality, diversity, and inclusion (EDI) and explains how we will put that commitment into practice across all aspects of our work — from hiring volunteers and managing the hall, to running events and hiring out our facilities.

2. Policy Statement

Heron Hall is committed to:

- Treating all people fairly and with respect, regardless of who they are.
- Promoting equality of opportunity for all who wish to use, volunteer at, or engage with Heron Hall.
- Creating an inclusive environment where everyone feels welcomed and valued.
- Actively working to eliminate unlawful discrimination, harassment, and victimisation.
- Recognising and celebrating the diversity of our community.

We believe that a diverse and inclusive community makes Heron Hall a better place for everyone. This policy applies to all committee members, volunteers, hirers, event organisers, contractors, and anyone using our facilities or attending our events.

3. Legal Framework

This policy is guided by the Equality Act 2010, which protects people from discrimination based on the following protected characteristics:

- Age
- Disability
- Gender reassignment
- Marriage and civil partnership
- Pregnancy and maternity
- Race (including colour, nationality and ethnic or national origins)
- Religion or belief
- Sex
- Sexual orientation

We are committed to complying fully with the Equality Act 2010, including the Public Sector Equality Duty where applicable, and all associated legislation and guidance.

4. Scope

This policy applies to all activities associated with Heron Hall, including:

- The governance and management of the charity by committee members.
- The recruitment, induction, and support of volunteers.
- The hiring out of the hall and playing field to individuals, groups, and organisations.
- The organisation and promotion of community events.
- Our communications and marketing, including social media.
- Interactions with contractors, suppliers, and other third parties.
- The physical environment and accessibility of our premises.

5. Our Commitments

5.1 Volunteers and Committee Members

We will:

- Welcome volunteer applications from all members of the community, regardless of any protected characteristic.
- Ensure that decisions about volunteer roles, responsibilities, and opportunities are based on skills, experience, and availability — never on personal characteristics unrelated to the role.
- Support all volunteers to participate fully and meaningfully, making reasonable adjustments where needed.
- Provide a safe, respectful environment in which all volunteers feel able to contribute.
- Ensure that our committee reflects, as far as possible, the diversity of our community.

5.2 Facility Hirers and Event Organisers

We will:

- Welcome hirers from all backgrounds and communities.
- Not refuse hire of the hall on the basis of any protected characteristic, except where required by law.
- Expect all hirers to comply with this policy and to treat all attendees and visitors with respect.
- Include a requirement to uphold equality and inclusion principles in our hire agreements.
- Actively encourage events and activities that promote community cohesion and inclusion.

5.3 Accessibility

We will:

- Work to ensure that our premises and facilities are as accessible as possible to disabled people and those with mobility needs.
- Consider accessibility in all planning decisions for events and improvements to our facilities.
- Make reasonable adjustments to enable people with disabilities to participate fully in activities at Heron Hall.
- Seek to continuously improve accessibility and act on feedback from users.

5.4 Communications

We will:

- Ensure our website, social media, newsletters, and other communications are welcoming to all and free from discriminatory language or imagery.
- Where possible, provide information in accessible formats.
- Promote events and opportunities in a way that encourages participation from all sections of the community.

6. Unacceptable Behaviour

Heron Hall will not tolerate discrimination, harassment, victimisation, or bullying in any form. This includes:

- Direct discrimination — treating someone less favourably because of a protected characteristic.
- Indirect discrimination — applying a provision, criterion, or practice that disadvantages people with a particular protected characteristic without justification.
- Harassment — unwanted conduct related to a protected characteristic that violates someone's dignity or creates an intimidating, hostile, degrading, humiliating, or offensive environment.
- Victimisation — treating someone unfairly because they have raised a concern or complaint relating to discrimination.

Any behaviour of this kind — by a committee member, volunteer, hirer, or visitor — will be taken seriously and may result in removal from the premises, termination of hire agreements, or referral to relevant authorities.

7. Complaints and Concerns

We want everyone who uses Heron Hall to feel safe and comfortable. If you believe you have experienced or witnessed discrimination, harassment, or any other breach of this policy, we encourage you to raise a concern.

You can raise a concern by:

- Speaking to any committee member directly.
- Contacting us by email at info@heronhall.co.uk.
- Submitting a written complaint to the Committee Chair.

All concerns will be treated seriously, handled confidentially, and dealt with promptly and fairly. We will not tolerate any retaliation against a person who has raised a concern in good faith. If you are dissatisfied with the outcome of a complaint, you may refer the matter to the Charity Commission for England and Wales.

8. Responsibilities

The Heron Hall Committee is responsible for:

- Adopting, implementing, and reviewing this policy.
- Ensuring that all committee members and volunteers are aware of their responsibilities under this policy.
- Addressing any complaints or concerns raised under this policy promptly and fairly.
- Embedding equality and inclusion into all decisions about the hall and playing field.

All committee members and volunteers are responsible for:

- Treating everyone associated with Heron Hall with respect and dignity.
- Upholding and promoting the values set out in this policy.
- Reporting any concerns about discrimination or unacceptable behaviour to the committee.

9. Policy Review

This policy will be reviewed by the committee every two years, or sooner if there are significant changes in legislation or in the needs of our community. We will consider feedback from volunteers, hirers, and community members when reviewing the policy.

10. Related Policies

This policy should be read alongside our other policies, including:

- Safeguarding Policy
- Health & Safety Policy
- Privacy Policy
- Bullying, Harassment and Discrimination Policy

These documents are available from the committee on request and, where applicable, on our website at www.heronhall.co.uk.

Approved by	Date
Marie Leadbetter - Chair	1/7/26

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