

ARDGAY PUBLIC HALL
SCOTTISH CHARITY NUMBER: SCO08669
EQUALITY POLICY: 6/8/24

Aims of this policy

This policy aims to provide a framework within which the Ardgay Public Hall will operate in order to:

- Provide a safe, secure and inclusive environment for all users of the hall
- Actively promote equality and diversity by ensuring all adults, young people, children and families are welcome and have equal access to information and opportunities to use the facility
- Challenge any racist, sexist and all other discriminatory behaviour in both children and adults

Hall users

We aim to be genuinely accessible to all groups, adults, young people, children and families within the local community regardless of race, gender, status, disability or religion.

Valuing Diversity in the family as a whole; communication and information-sharing

We recognise that the North of Scotland is no longer an area of mono-culture therefore our Management Committee will take into account the diverse nature of family make up in today's society including extended families where appropriate. Our group will consider how best to meet the individual needs of users including financial, language, gender and cultural and make efforts to accommodate these when sharing information.

Employment

We will ensure that our policies relating to employment are fair, clear and consistent and adhere to the Fair Work First policy, by

- ensuring all paid workers associated with the hall are paid at least the Real Living Wage; and
- Ensuring Effective Workers Voice through
 - Individually: employees are regularly encouraged to have discussion with the any of the committee office bearers;
 - Collectively: all employees and volunteers are encouraged to discuss or raise issues and ideas via regular open hall meetings and our suggestions box.

Training

All staff and volunteers will have opportunities to develop their knowledge and skills appropriately.

Notes:

Policy updated 2024: agreed and minuted at open meeting 6/8/24.

Policy agreed: Signed :
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Policy reviewed: Signed :
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