

PAKENHAM VILLAGE HALL AND PLAYING FIELD ASSOCIATION

Registered Charity No. 1081815
Post Office, The Village Hall, The Street, Pakenham
Bury St Edmunds IP31 2JU
www.pakenhamvillage.co.uk

EQUAL OPPORTUNITY AND DIVERSITY POLICY

The Trustees of Pakenham Village Hall & Playing Fields Association (PVH PFA) believe that everyone has a contribution to make to our society and a right to equal opportunity. We value diversity and will promote involvement and use of the Village Hall by all members of our community.

No employee, user, volunteer, hirer, organisation, individual or beneficiary will be discriminated against by PVH PFA on the grounds of:

- gender (including sex, marriage, gender re-assignment)
race (including ethnic origin, colour or nationality)
- disability
- sexual orientation
- religion or belief
- age
- social background
- geographical location

PVH PFA WILL:

- display this notice prominently, including the name and details of the Trustees who should be contacted if there are any concerns.
- communicate to every user, volunteer, hirer, organisation, individual and beneficiary that they will be treated with dignity and respect.
- regularly review our policy and procedures and change them if they are found to be actually or potentially discriminatory.
- ensure that appointment to a Trustee will be available to all.
- respond sensitively, sympathetically and objectively to any complaint of discrimination, harassment or victimisation.
- take appropriate action against any user, volunteer, hirer, organisation, individual or beneficiary who breaches this Equality & Diversity Policy. If the breach relates to inciting racial disharmony or hatred, or serious sexual misconduct, then any agreement between PVH PFA and the party in breach may be terminated with immediate effect.

Every user, volunteer, hirer, organisation, individual and beneficiary of PVH PFA undertakes to:

- comply with this Equal Opportunity and Diversity policy. treat other employees, users, volunteers, hirers, organisations, individuals and beneficiaries with dignity and respect.
- report any suspected discriminatory actions.
- promote equality of opportunity and avoid unlawful discrimination, and never themselves unlawfully discriminate.
- not to harass or intimidate any other employee, user, volunteer, hirer, organisation, individual or beneficiary on any of the grounds set out above. No form of intimidation, bullying or harassment will be tolerated. Our Equal Opportunity & Diversity Policy will be reviewed every 3 years and will be monitored annually. It will also be updated to comply with any relevant legislative changes. Please contact the Trustees if there are any concerns about discrimination or harassment. Updated September 2025