

Constitution Appendix I Equality Policy

General Statement

The Board of Directors are committed to ensuring that fairness and equality are at the heart of all our activities and decisions. We are aware of the existence of discrimination in society, and have a commitment to ensure that, within our remit as service providers to the community and visitors, the human rights of all are recognised and upheld

1. The Hall Board of Directors are aware that in execution of the services to members of the Lismore Public Hall we are bound by equality legislation, specifically the Equality Act 2010, which clarifies and strengthens previous equality and antidiscrimination legislation. The act seeks to protect people with what are officially termed Protected Characteristics.

Protected Characteristics include:

- Age
- Disability
- Gender reassignment
- Pregnancy and maternity (which includes breast feeding)
- Marriage and Civil Partnership
- Race
- Religion or belief
- Sex
- Sexual orientation

2. The purpose of the hall is to provide a public facility for community activities for the residents of Lismore and for guests and visitors to the island. The hall is available for let to organisations, groups and individuals for the benefit of the community. Regular use of the hall is made by clubs including bowls, country dancing, art, badminton, and drama; also for the use of the Community council, Comann Eachraidh Liosmòr and surgeries for the doctor and nurse.

3. The board, as a service provider, in exercising its function of leasing the hall to any applicant has a responsibility to ensure that its procedures and practices are in accordance with the equality legislation - this is in relation to recruitment of staff and volunteers as well as to service users. The legislation does not only apply to discriminatory practices but also to the use of discriminatory language even in the absence of a person/persons with protected characteristics

4. The policy will be implemented by the following Procedures:

- a. All current and future directors of the board will be required to read the policy document and sign a statement saying that they have done so. A record of this will be held by the secretary.
- b. Let holders will be informed that an equality policy is in operation and a copy of this will be included with the conditions of let which is issued with the let application.
- c. The policy will be reviewed annually at the Annual General Meeting in order to identify any alterations required to keep abreast of legislation and to ensure the effectiveness of the policy.

5. Further reference should be made to the Equality Act 2010 and its implications for the voluntary sector. Further advice for voluntary sector organisations can be obtained from the Equality and Human Rights Commission.

6. Any member, guest or associate member who is aware of discrimination against an individual or a group with a protected characteristic are asked raise the complaint with the Board of Directors in the first instance.

NB. Further information can be obtained from the Equality and Human Rights Commission and the Equality Act 2010 website