



EQUALITY POLICY

Introduction

Cove Burgh Hall ("CBH") is a charitable company that owns and runs the Cove Burgh Hall ("Hall") for the beneficial use of the local community. This policy aims to guard against discrimination in all forms, and applies to matters relating to services affecting volunteers, individual hirers, users groups, or service providers.

Legal Context

CBH recognises its obligations under the Equality Act 2010 places a duty on CBH to ensure that the way it delivers services does not directly or indirectly discriminate against people. In all aspects of its business, CBH shall treat all persons equally and fairly and shall not discriminate against any person, on the grounds of race, gender, sexuality, disability, age, ethnic origin, nationality, commitment to dependants, religion, marital status, class or employment status. To meet these obligations the Board has agreed this policy, and, under the direction of the Board, the Chair shall have overall management responsibility for ensuring compliance by all persons in the Hall.

Procedures

1. CBH will not discriminate against volunteers, individual hirers, user groups, or service providers and all will be treated fairly and with respect.
2. CBH will do all that is reasonably practical to make the premises accessible to not only people with disabilities, but to older people, young people, parents with pushchairs, and service suppliers.
3. CBH will work towards improving the quality of life for all volunteers, individual hirers, users groups, or service providers while using the facilities.
4. Any person in the Hall discovering an incident of discrimination against any individual or group of individuals should report the incident to CBH as a complainant through CBH's Complaints Policy.

Availability

This policy, and contact details of CBH representatives, can be viewed at the CBH website - www.coveburghhall.uk

Monitoring and Review

The Board shall review this policy annually (or at other times as required) and amend as necessary. The Board shall also regularly review the incident book to identify any trends and shall seek to take remedial action accordingly.

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| Policy | Equal Opportunities |
| Signed by Chair on behalf of Board | A.J.Morrison |
| Approved by Board | November 10, 2016 |
| Reviewed | November 7, 2019, November 2020, November 2021, November 2022, November 2023, November 2024, November 2025 |
| Associated Policies | Health & Safety, Complaints, Conditions of Let |

Cove Burgh Hall, Shore Road, Cove, G84 0LY

www.coveburghhall.org.uk

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