Management Team
Current Chair: Resh Kandola
Responsibility: Hon. Secretary

EQUALITY AND DIVERSITY POLICY

Purpose

Hathern Community Library (HCL) is committed to providing a high quality service which is relevant to the community it serves and endeavours to meet their needs in the context of the services it offers.

Policy Statement

Hathern Community Library will work to create and promote access to its services to everyone, irrespective of age, disability, gender, race, ethnicity, religion or belief, sexual orientation, pregnancy and maternity, marriage and civil partnership, gender reassignment, cultural, social or economic background.

Scope and responsibilities

All those involved with Hathern Community Library will be respectful, fair and honest in their dealings with customers, visitors and volunteers alike, promoting and celebrating diversity in all its activities and services.

Overall and final responsibility for the Equality and Diversity Policy is with Hathern Community Library Trustees.

Day-to-day responsibility for the implementation of this policy and impact assessments rests with the Hathern Community Library Management Team, supported by volunteers.

Hathern Community Library will:

- consult and involve local people as widely as possible, to encourage participation in decision-making
- regularly assess and change services and procedures to respond appropriately to local needs
- work with local groups and partners, targeting particular individuals and groups where a need is identified

- ensure that volunteers are aware of their responsibilities under the Equality Act 2010 and other relevant legislation currently in force, including those areas not currently covered by legislation
- ensure an environment which is free from harassment and discrimination, and challenge discrimination where and whenever it arises, whether between colleagues or any other library service users
- ensure equal access to volunteer opportunities and services
- ensure as far as is reasonably practicable that all Hathern Community Library premises and services are accessible to everyone
- accept and implement this policy as a necessary qualification for all volunteers

Procedure

All new services and activities will be impact assessed in terms of equality and diversity to ensure that they meet the needs of the community.

Any breaches of this policy raised by library users, visitors or volunteers will be dealt with under the Complaints Procedure. An Action Plan will be put in place to address any issues which arise as a result.

Appendices

1 Equality and Diversity Impact Assessment Form
2 Hathern Community Library Action Plan

Related policies and procedures

Complaints Procedure
Safeguarding Policy