Management Team

Current Chair: Nadine Underwood

Responsible Officer: Secretary

EQUALITY AND DIVERSITY POLICY

Purpose

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

Policy Statement

HCL 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 HCL 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 HCL Management Team supported by volunteers.

HCL 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 legislations currently in force, including those areas not currently covered by legislations,
- ensure an environment which is free from harassment and discrimination, and challenge discrimination where and whenever is arises, whether between colleagues or any other library service uses,
- ensure equal access to volunteer opportunities and services,

- ensure as far as is reasonably practicable that all HCL premises and services are accessible to everyone,
- accept and implement the 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 uses, visitors, or volunteers will be dealt with under the HCL Complaints Procedure. An Action Plan will be put in place to address any issues which arise as a result.

Related Policies and Procedures

1. HCL Complaints Policy
2. HCL Safeguarding Children Policy