

EQUALITY, DIVERSITY & INCLUSION POLICY

Woodside Community Centre Bolnore Village Community Partnership (BVCP)

1. Purpose

Bolnore Village Community Partnership (BVCP), which operates Woodside Community Centre, is committed to ensuring that the Centre is welcoming, inclusive and accessible to all members of the community.

The Centre exists to serve the local community, and we aim to ensure that everyone is treated fairly, with dignity and respect, and that no individual or group is excluded from using the facilities on the basis of unlawful discrimination.

2. Legal Framework

This policy reflects the principles of the **Equality Act 2010**, which protects individuals from discrimination when accessing services and facilities provided to the public.

BVCP will not discriminate unlawfully on the basis of the following protected characteristics:

- Age
- Disability
- Gender reassignment
- Marriage or civil partnership
- Pregnancy and maternity
- Race (including nationality, ethnic or national origin)
- Religion or belief
- Sex
- Sexual orientation

3. Access to the Centre

BVCP aims to ensure that Woodside Community Centre is accessible to the whole community.

Where reasonably practicable, we will:

- ensure that the Centre's facilities are accessible to people with disabilities
- remove or minimise barriers that may prevent individuals from participating in activities
- provide a welcoming environment for people of all backgrounds

BVCP will consider reasonable adjustments, where practicable, to ensure that people with disabilities are not placed at a substantial disadvantage when using the Centre.

4. Behaviour and Conduct

Everyone using Woodside Community Centre is expected to behave in a respectful and inclusive manner.

Discriminatory, abusive, intimidating or harassing behaviour will not be tolerated.

BVCP reserves the right to refuse or terminate bookings where activities or behaviour are inconsistent with the principles of this policy.

5. Hirers and Users

Hirers of Woodside Community Centre are expected to comply with equality legislation and to ensure that their activities are inclusive and respectful.

Hirers must ensure that participants in their activities are treated fairly and that discrimination or harassment does not occur.

BVCP reserves the right to refuse or cancel bookings where an activity or event is considered likely to promote discrimination, harassment or exclusion.

6. Responsibilities

The trustees of Bolnore Village Community Partnership are responsible for implementing and reviewing this policy.

Trustees, staff, volunteers and hirers are all expected to support and promote the principles of equality and inclusion in their use and management of the Centre.

7. Complaints

Any concerns or complaints relating to discrimination or equality issues in connection with Woodside Community Centre should be raised with the trustees of Bolnore Village Community Partnership.

Complaints will be considered fairly and confidentially, and appropriate action will be taken where necessary.

Complaints will be considered in line with the Centre's Complaints Policy where applicable.

8. Policy Review

This policy will be reviewed annually by the Board of Trustees or sooner if required due to changes in legislation or operational practice.

Approved by:

Bolnore Village Community Partnership Trustees

Approval Date: **29th April 2026**

Next Review Date: **April 2027**
