

Equality and Diversity Policy for the

Walker Lines Gymnasium Trust

As owners and operators of **the SHED**, an asset owned for the benefit of the community, it is intended that the facilities should be available to all members of the community. At all times the members of the Walker Lines Gymnasium Trust (WLGT) (both trustees and volunteers) will observe the provisions of the law, in particular the Equality Act 2010 and the Human Rights Act 1998, as will all users.

The mission statement of the WLGT is **“no one should be denied access to their chosen activity due to the cost of hiring facilities”**.

This means that the facilities provided by the WLGT are available to all users regardless of social class, age, race, religion, gender, ability, marital status, or sexual orientation, provided they sign the license agreement (copy attached) and comply with its terms. The only exceptions to this over-riding principle is set out below.

Facilities will not be hired to people or organisations that hold extreme political, religious, or social views, or in any way seek to be divisive. The objective of the WLGT is to bring people together not to set them against one another.

Equally, all organisations using the facilities will be required to treat participants in their activities fairly and with respect. Instances of bullying, harassment or victimisation will not be tolerated.

All users will be required to sign a copy of the attached license agreement and all will be treated equally. The license of any user that persistently fails to respect the rights of fellow users will be revoked.

To the extent that the existing facilities do not already provide easy access to all levels of ability or mobility, the WLGT will seek to modify them to ensure that all can be accommodated.

The trustees of WLGT are responsible for ensuring that this policy is rigorously observed and will monitor it on an on-going basis. Any complaints about the behaviour of any user should be addressed to the chairman of WLGT and considered by the trustees whose views and subsequent actions taken will be documented in the Minutes of the Board.

Signed.....

Date:

Balu Madhvani

Chairman

Next Review Date: