

Document Control

Adopted date: July 2026

Next review date: July 2027

Equality and Accessibility Policy

Caistor St Edmund and Bixley Parish Council – Arminghall village hall

1. Purpose of the Policy

Caistor St Edmund and Bixley Parish Council is committed to ensuring that Arminghall Village Hall is welcoming, inclusive, and accessible to all members of the community. The Parish Council aims to provide an environment that promotes equality of opportunity, prevents discrimination, and encourages community participation regardless of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex, or sexual orientation.

This policy sets out the Parish Council's commitment to equality, diversity, and accessibility in the management and use of the Village Hall.

2. Legal Framework

This policy has been developed with regard to the following legislation and guidance:

- Equality Act 2010
- Human Rights Act 1998
- Health and Safety at Work etc. Act 1974
- The Public Sector Equality Duty

3. Statement of Commitment

The Parish Council will:

- Treat all users of the Village Hall fairly and with respect.
- Ensure that no individual or group is discriminated against.
- Promote equality of opportunity and foster good relations within the community.
- Seek to identify and remove barriers that may prevent participation or access.
- Consider accessibility and inclusivity in all decisions relating to the Village Hall.

4. Accessibility

The Parish Council will, where reasonably practicable and subject to available resources:

- Provide step-free or assisted access to the Village Hall wherever possible.
- Maintain safe access routes, entrances, and exits.
- Consider the needs of individuals with mobility, sensory, cognitive, or hidden disabilities.

- Ensure signage and information are clear and easy to understand.
- Make reasonable adjustments to accommodate users with disabilities.

Users requiring additional assistance are encouraged to contact the Parish Council in advance where possible so that reasonable arrangements can be considered.

5. Hiring and Use of the Village Hall

The Village Hall is available for use by individuals, community groups, charities, and organisations without discrimination.

The Parish Council reserves the right to refuse or terminate bookings where activities:

- Promote discrimination, hatred, or unlawful behaviour;
- Conflict with the Council's equality objectives;
- Create unacceptable health and safety risks.

All hirers are expected to comply with this policy and ensure that their activities are inclusive and respectful.

6. Harassment and Unacceptable Behaviour

The Parish Council will not tolerate bullying, harassment, intimidation, or discriminatory behaviour towards any person using or managing the Village Hall.

Any complaints relating to discrimination or accessibility concerns will be taken seriously and investigated appropriately.

7. Communication and Information

The Parish Council will aim to provide information in accessible formats where reasonably practicable. Requests for alternative formats or assistance will be considered on a case-by-case basis.

8. Review and Monitoring

This policy will be reviewed periodically by the Parish Council, or sooner if legislation or operational requirements change.

The Parish Council will continue to consider opportunities to improve accessibility and inclusion within the Village Hall and associated facilities.