



Lee Hub Independent Community Library

Equality and Diversity Policy

1. Introduction

Lee Hub Independent Community Library (Lee Hub) is open to everyone in our community. We recognise that in society power is not held equally, and that groups and individuals have been and continue to be discriminated against on many grounds.

We also recognise that where direct or indirect discrimination occurs within Lee Hub, or any of our online / social media platforms it is both morally and legally unacceptable.

The purpose of the Equality and Diversity Policy is to set out clearly and fully the positive action and commitment Lee Hub undertakes to combat direct and indirect discrimination, regarding our services to the community and relationships with other bodies. This includes, but is not limited to, decisions to appoint trustees and volunteers.

2. What is discrimination and harassment?

Every trustee, volunteer, and member of the community is entitled to engage with Lee hub in an environment that promotes dignity, equality and respect for all. In accordance with the Equality Act 2010, no form of intimidation, bullying or harassment will be tolerated against a trustee, volunteer, or member of the community, because of a protected characteristic, e.g.

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

3. Aims

Lee Hub aims to develop a space for members of our community to benefit from in whichever capacity they may choose, e.g., library services, workshops, or community cafe. In particular, we aim to treat every person, trustee, volunteer, and members of our community equally.

In adopting this policy, Lee Hub is also making an unequivocal commitment to implementing it, to ensure that equal opportunity becomes a reality.

4. Diversity

Our charity belongs to all individuals associated with Lee Hub. We aim to organise a range of events and activities to suit the interests and meet the needs of a wide variety of people. For example, Lee Hub is accessible to wheelchair users and we provide for individuals, children and families considered vulnerable our community.

The Lee Hub is open to new ideas, and is committed to serving the community, and seeking grants for new opportunities. We are committed to regularly accessing requirements to ensure they meet the on-going needs of individuals associated with Lee Hub. In addition, all recruitment activities, for both trustees and volunteers adheres to this policy.

5. Inclusion and respect

There is a membership structure in place to ensure Lee Hub continues to operate. However, the wider community is welcome to attend any of our events, and is not exclusive to library membership.

The trustees recognise that not every individual can afford to donate to the library membership. In these circumstances, we will look for ways to ensure no one is excluded. For example, offering the family of young people who receive free school meals a fully subsidised library membership.

6. Complaints: Dealing with discrimination and harassment

If an individual associated with lee Hub feels they have been discriminated against or harassed while attending a Lee Hub event, they should raise this immediately with the Chair of trustees.

An independent committee, appointed by the Chair of Trustees will investigate the complaint, listening to all the parties involved. If the complaint is against a trustee, they will be excluded from the committee.

If the complaint is against a particular individual, they will have the opportunity to express their point of view, accompanied by a representative. Likewise, the person making the complaint will have this opportunity.

If the complaint is against Lee Hub as a whole, the Committee/and or Trustees will carry out a full investigation and work to ensure it is not repeated. A full report, setting out the investigation and mitigation (if necessary) will be made available.

Any decision to exclude a person from the organisation due to discriminatory or harassing behaviour will be made with reference to Lee Hub's constitution. Lee Hub will support people who feel they have been harassed or discriminated against without prejudice.

*

Version Control

V1: Created By Olivia Buckland Date: 15 May 2021
V2: Reviewed by Christine Mc Grew Date 21 February 2022