

# **YR HEN YSGOL, DINAS**

## **EQUALITY DIVERSITY & INCLUSION POLICY**



### **AIMS**

Yr Hen Ysgol Dinas is open and available to all residents of Dinas Cross and the surrounding area. We aim to provide facilities and amenities in an atmosphere of friendship, respect and care for each other. In particular, we aim to treat every user and attendee of events at Yr Hen Ysgol equally, regardless of their age, disability, gender, race, religion or sexual orientation.

### **Accessibility**

All our meeting and event are accessible to wheelchair users. Access is available at a single level around the whole building for all. We also have a dedicated toilet for user with disability. Yr Hen Ysgol also offers use of audio-visual equipment, PA and a hearing loop.

We are committed to ensuring that anybody is able to attend our facility and will continually assess our offering to ensure access and equal usage requirements for any group or individual that is not currently catered for.

### **Diversity**

Yr Hen Ysgol Dinas belongs to the community. We work with various organisations and individuals to offer as wide a range as possible of events and activities to meet the needs and interest of a wide variety of people.

The Trustees are open and receptive to new ideas and opportunities, and particularly prioritise opportunities for the resident of Dinas and the surrounding area to share their cultural heritage with one another.

### **Inclusion and Respect**

Any one attending an event or activity at Yr Hen Ysgol Dinas should be made to feel equally welcome and included.

Sexist, racist, homophobic, transphobic or any other action that may be deemed offensive is not acceptable; neither are offensive or inflammatory remarks. These constitute harassment and have no place at Yr Hen Ysgol Dinas.

### **Dealing with discrimination and harassment**

If anybody attending an event or activity at Yr Hen Ysgol has been discriminated against or harassed at an event they should raise this in first instance with the event or activity organiser. If they believe that their concern has not been properly addressed or dealt with, then they are able to raise with the Trustees of Yr Hen Ysgol Dinas.

The Trustees will investigate the complaint or issue, listening to all those who may have been involved. If the complaint is against one or several trustees, then those trustees may not be part of the conduct of the investigation.

If the complaint is against a particular individual, the person will have the opportunity to express their point of view, accompanied by a friend or colleague. The person or persons making the complaint will also be afforded the same opportunity.

If the complaint is against an event or activity organiser, they will also have the opportunity to express their point of view, accompanied by a friend or colleague.

If the complaint is against the trustees as a whole, the trustees must work to ensure that such discrimination is not repeated in the future and will inform the friends and other residents of Dinas how they propose to do this.

Any decision to exclude a person, an event organiser or a person attending events or activities at Yr Hen Ysgol Dinas due to discriminatory or harassing behaviour will be made with reference to the Trust Agreement. The Trust will support people who feel they have been harassed or discriminated against and will not victimise or treat them less well because they have raised this.

*The policy was adopted at a meeting of the Trustees of Yr Hen Ysgol on 15<sup>th</sup> January 2024 and will be reviewed at least every 2 years*