

LYMPSTONE VILLAGE HALL CIO – POLICIES on CORPORATE SOCIAL RESPONSIBILITY

Approved by the Board of Trustees 16th September 2020. Review date: September 2025

ETHICAL POLICY

Lympstone Village Hall CIO aims to provide a Village Hall facility for use by all residents of the area, without discrimination. The purpose of this Policy Statement is to set out the positive action that Lympstone Village Hall CIO Trustees intend to take to combat direct and indirect discrimination in employment policy, management of the organisation, relationships with other bodies, and in the services it provides to the community, community organisations and individuals.

We recognise that we operate in a small rural village environment, with nearby housing and an adjacent primary school and Church. We are aware of the need to ensure the events held on our premises are appropriate for our setting.

1. Unlawful Discrimination

- The Trustees will seek to ensure there is no direct or indirect discrimination either by the CIO or by users of the Village Hall on the grounds of disability (including of persons who are not apparently disabled or ill), age, ethnicity, gender and sexual orientation, and religion and belief.
- We will endeavour to address diversity in the membership of the Board of Trustees, to reflect our local community.

2. Code of Conduct

- People will be treated with dignity and respect.
- People's feelings and views will be valued and respected and racist or derogatory terminology will not be used or tolerated.
- No one will be harassed, abused or intimidated on the ground that they belong to a vulnerable group.

3. Our commitment

- To seek to ensure that no person protected by the legislation is discriminated against unlawfully, and that any positive obligations and duties are performed. • To ensure that any incidents will be taken seriously, and any complaints investigated quickly, impartially and thoroughly.

4 Monitoring and review This policy will be monitored to maintain its currency and effectiveness, and any major changes brought to the attention of the Trustees. It will be reviewed by the Board of Trustees every 5 years.

ENVIRONMENTAL POLICY & PROCEDURES

Lympstone Village Hall CIO is committed to protecting the improvement of the local environment. We are committed to complying with relevant legislation and to reducing Lympstone Village Hall's environmental impact, whilst ensuring good value for money.

1. Reducing our environmental impact. LVHCIO will consider the environmental impact of decisions we make regarding our services.

- Energy efficiency: We will endeavour to use the minimum quantities of energy possible in accordance with the safe and efficient operation of the heating, lighting, plant and machinery. We will monitor and review our energy use with a view to minimising our environmental impact.
- Transport: While we have parking available, we also provide bike racks, and our Hirer's Guide and website include information about public transport. We will seek, where possible, to purchase from local or regional suppliers, in order to support local businesses and minimise carbon emissions from transport.
- Noise pollution: We will remind our users of their responsibility to the local community within the hire agreement and encourage them to avoid creating noise pollution, especially at night.
- Conserving water: We will monitor water usage to identify any leaks, and use water saving devices where possible, such as sensor taps in the toilets.
- Waste and recycling: We will promote and encourage the appropriate conservation, re-use and recycling of resources. We will re-use and recycle materials as far as possible and, if this is impractical, dispose of them by a means that will have the least impact on the environment and conforms to statutory requirements. We will encourage all users to minimise waste, including the recycling of glass, and paper.

2 Monitoring and Review. This policy will be monitored to maintain its currency and effectiveness, and any major changes brought to the attention of the Trustees. It will be reviewed by the Board of Trustees every 5 years.