



# Equality Policy Statement

The Willingdon Community Hub Library equality policy statement has been developed, using the underpinning principles of the East Sussex County Council Equality of Opportunity and Diversity Policy Statement

We are committed to equality and diversity. Our practices and procedures aim to reflect the varied needs, expectations and culture of all members of our community. We make every effort to ensure that no member of the community receives less favourable treatment when accessing our services on the grounds of:

- age
- disability
- gender reassignment
- marriage and civil partnership
- pregnancy and maternity
- race
- religion or belief
- sex
- sexual orientation

These are called “Protected Characteristics” under the Equality Act 2010. The “Equality of Opportunity and Diversity Policy Statement” sets out our top level commitment to promoting equality and diversity in East Sussex.

The Willingdon Community Hub Library team believes that the library should be open to all members of the community and that everyone working in or using the library has the right to be treated with respect and a has a responsibility for treating all others with respect.

In order to encourage as many people as possible to visit the library or be involved with Willingdon Community Hub Library members must actively seek to represent the needs of the area. Members must not discriminate and shall encourage equal opportunities for all. No child individual resident of family should be excluded from the library on the grounds of age, disability, gender, sexuality, class, means, family status, disability, colour ethnic origin, culture, religion or belief.

The library in planning for any event will take into account the needs of people with disabilities.

Activities will encourage and environment free from prejudice and discrimination.

# Willingdon Community Hub Library

Coppice Avenue, Eastbourne BN20 9PN



Anyone behaving in a way which goes against this policy will be spoken to by an officer of Willingdon Community Hub Library and if they persist in their behaviour, they will be asked to leave the library until the matter is rectified. If their beliefs are oppressive to others, they will be asked to discuss this with an officer of Willingdon Community Hub Library so as to reach an understanding of the problems that are being caused and to how this can be resolved to everyone's agreement.

Everyone has their own individual knowledge and experience to contribute and Willingdon Community Hub Library welcomes all constructive input from the community and where possible will use it to forward the aims of Willingdon Community Hub Library.