



Bromley House Library Equality, Diversity and Inclusion Policy Statement

Last revision date: June 2024

In line with the principles of the Equality Act 2010, Bromley House Library is committed to the implementation and promotion of equality, diversity and inclusion among our members, our workforce and our services.

We strive to be an inclusive organisation, with membership open to all and representative of the area we serve, irrespective of age, disability, race, gender, sexual orientation, religion, belief or social or economic background, to promote a culture that actively values difference, and to provide a welcoming environment for all users of the library.

We are committed to taking steps to eliminate discrimination and embed positive approaches to inclusion in:

- the recruitment and treatment of staff, trustees and volunteers
- the recruitment and treatment of members
- the welcome we extend to all visitors
- the relations between staff, volunteers and members
- the delivery of our services
- the books and other materials we bring into the library
- the range of events and activities we present, in terms of both speakers and subjects

Underlying this policy is our intention that every individual should be accorded equal dignity and respect. Job applicants will be judged on merit and ability alone. No staff, members or visitors will be treated in a way that is prejudicial or based on assumptions of collective characteristics.

Furthermore, our aim is for our workforce, our membership and the services we provide to be truly representative and inclusive of all sections of society.

In practice, this means we believe that everyone has the right to be treated with dignity and respect, in an environment free from abuse, offensive behaviour, harassment, bullying or prejudice.

We regularly monitor the effectiveness of our Equality, Diversity and Inclusion Policy to ensure it is effective and fit for purpose.

Note on Disabled Access

Bromley House is Grade II* Listed so we are subject to restrictions on how we maintain, develop and modify the building, garden and interiors. We currently offer no access for wheelchair users, and all areas of the library are served only by stairs, making it inaccessible to some visitors with limited mobility.

Addressing this lack of access has been a priority for the library trustees and management for over ten years, but thus far our attempts to gain Listed Building Consent for a lift outside or within the building, or a stairlift on the main staircase, have not been successful.

As we receive no revenue funding and our ground floor is occupied by tenants, the addition of a lift will reduce the library's income in the long term, as well as being costly to build and maintain. We continue to seek a solution which will enable us to welcome mobility-impaired members and visitors to at least some areas of the library - ideally this will be part of a plan which offers wider public benefit and can therefore attract support from public funding bodies, trusts and foundations.

In the meantime, we apologise for this area in which our aim to be fully inclusive falls short, and for the inconvenience and disappointment it causes. Please be assured that we remain committed to resolving the issue of access as soon as possible.