

Updated Equal Opportunities Policy Statement

Approved by

South Hanningfield Village Hall Management Committee Charity 301402
on 16th February 2022

The South Hanningfield Village Hall Management Committee acknowledges that the United Kingdom is diverse in culture, race, beliefs and religion and believes that no individual or group of people should receive less favourable treatment on the grounds of gender, age, colour, race, nationality, racial or national origins, cultural heritage, disability, marital status, social background, sexual orientation or geographical location.

As stated in our constitution Scheme registered 1st January 1963 with the Charity Commission states the objects of our charity.

The object of the Charity shall be the provision and maintenance of a village hall for the use of the inhabitants of the Parish of South Hanningfield and the neighbourhood thereof (hereinafter called "the area of benefit") without distinction of political, religious or other opinions, including use for meetings, lectures and classes, and for other forms of recreation and leisure-time occupation, with the object of improving the conditions of life for the said inhabitants.

Further to this the Committee acknowledges that members of these groups are often under-represented, exposed to prejudice and stereotyping, and suffer various disadvantages within our society. The purpose of this Policy Statement is to set out clearly and fully the positive action that the Management Committee intends to take to combat direct and indirect discrimination in employment policy, management of the organisation, relationships with other bodies, and the services it provides to the community, community organisations and individuals.

The Management Committee is committed to providing equality of opportunity in all areas of its work. It aims to overcome discrimination on the grounds mentioned above. The Committee recognises that positive steps need to be taken to ensure equality of provision in areas of representation, service provision, membership and access and will take action to make this policy effective.

The Aims of the Committee

Our aim is to ensure that we become aware of discrimination and the problem(s) it causes.

The Management Committee will challenge practices, legislation and institutions, which seek to discriminate against or deny the rights of individuals or groups in any form. The Management Committee will seek to take positive action to address any inequalities arising.

The Management Committee is committed to the equal opportunities policy set out in this document and will work to develop, improve and monitor it.

The Equal Opportunities Policy and Code of Practice

Legislation

The Committee acknowledges the definitions of various groups of people who are vulnerable to discrimination as set out in the relevant legislation. The Committee will support and implement the legislation and will work to ensure that no person protected by the legislation is discriminated against unlawfully, and that any positive obligations and duties are performed.

The Committee gives the following specific commitments.

Disabled

The Committee recognises that the legislation applies to persons who are not apparently disabled or ill.

Age

The Management Committee believes that people of all ages have skills experiences and ideas, which are equally valid, and have valid needs, expectations and aspirations.

Ethnic Minorities

The Committee will be alert to any implications of its services and actions for potential unlawful discrimination. The Committee will challenge racism in any form and will encourage its users to do the same.

Gender and Sexual Orientation

Sexist policies, practices and attitudes (including policies, practices and attitudes which may relate to sexual orientation and gender re-assignment) will be challenged, and users will be encouraged to do the same.

Religion and Belief

The Committee endorses the right of each individual to his or her own religious beliefs or the absence of a belief.

The Code of Conduct

- 1.** People will be treated with dignity and respect regardless of the group to which they belong.
- 2.** People's feelings and views will be valued and respected. Language or humour that people find offensive will not be used or tolerated, e.g. racist jokes or derogatory terminology.
- 3.** No one will be harassed abused or intimidated on the ground that they belong to a vulnerable group. Incidents of harassment will be taken seriously, and the Management Committee will undertake investigations of any complaints quickly, impartially and thoroughly. Any claims of discrimination by trustee or volunteers will be subject to a grievance process
- 4.** Any cases by hirer or community may results in a ban from facilities, again via grievance process.