



Weston on the Green Memorial Village Hall

(Registered Charity No: 264754)

Equal Opportunities Policy

Introduction

Weston on the Green Memorial Village Hall 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. 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 Weston on the Green memorial Village Hall Committee intends to take to combat direct and indirect discrimination in the management of the organisation, relationships with other bodies, and the services it provides to the community, community organisations and individuals.

Weston on the Green Memorial Village Hall 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 Aims of the Committee

- The Village Hall Committee will challenge practices and institutions which seek to discriminate against or deny the rights of individuals or groups in any form.
- The Village Hall Committee is committed to the equal opportunities policy set in this Policy Statement

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:

- Where reasonably practical, the Committee will aim to widen accessibility by removing barriers which make it difficult for people with disabilities to use the hall and provide facilities for people with disabilities to enable them to participate in activities e.g. the induction hearing loop, grab rails in the toilets.
- The Committee believes that people of all ages have skills, experiences and ideas, which are equally valid, and have valid needs, expectations and aspirations.
- The Committee will challenge racism in any form.
- The Committee will challenge sexism in any form (including policies, practices and attitudes which may relate to sexual orientation and gender re-assignment).
- The Committee endorses the right of individuals to their own religious beliefs or the absence of a belief.

The Code of Conduct

- People will be treated with dignity and respect regardless of the group to which they belong.
- No one will be harassed, abused, or intimidated on the grounds that they belong to a vulnerable group.
- No one will be harassed, abused, or intimidated in their work as Trustees for the Hall.
- Incidents of harassment will be taken seriously, and the Weston on the Green Memorial Village Hall Committee will undertake investigations of any complaints quickly, impartially and thoroughly. The action may include a temporary or permanent ban from the Hall.