

Ellerton and Aughton Village Hall Committee Equal Opportunities Policy

Equal Opportunities Statement of Intent

Ellerton and Aughton Village Hall Committee (EAVHC) 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 a protected characteristic as defined by the Equality Act (2010) including sex, age, sexual orientation, gender reassignment, disability, marital status, pregnancy or maternity, religion or belief, or race. 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 statement is to set out clearly and fully the positive action that EAVHC intends to take to combat direct and indirect discrimination in its management of the hall, its relationships with users, and the events and activities it provides.

EAVHC is committed to providing equality of opportunity in all areas of its work. It aims to overcome discrimination on the grounds mentioned above. The Equal Opportunities Policy will be implemented ensuring equality of provision in representation, service provision, and the election of volunteers.

The Aims of the Committee

Our aim is to ensure that we become aware of discrimination and the problem it causes. EAVHC will challenge practices which seek to discriminate against or deny the rights of individuals or groups in any form.

EAVHC will seek to take positive action to address the inequalities in our society.

EAVHC 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

EAVHC acknowledges the definitions of various groups of people who are vulnerable to discrimination as set out in the Equality Act 2010. 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.

EAVHC will:

- where reasonably practical widen accessibility by removing barriers which make it difficult for people with disabilities to use the hall.
- facilities for people with disabilities to enable them to participate in activities e.g. the installation of an induction loop.
- ensure that the design of publicity and information take account of the needs of people with disabilities e.g. language used, print size.

- deal with any complaints of discrimination promptly, impartially, thoroughly and confidentially.
- ensure all staff hirers and committee members are aware of the hall's policy on equality.
- ensure that the equal opportunities policy is monitored and reviewed annually.
- challenge racism in any form and encourage its users to do the same.
- challenge sexist policies, practices and attitudes (including policies, practices and attitudes which may relate to sexual orientation and gender re-assignment) and encourage users to do the same.
- challenge age discrimination in policies, procedures and attitudes
- endorse the right of each individual to his or her own religious belief or the absence of a belief.
- encourage people from underrepresented groups to attend and participate in the activities of the hall.

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 ^{Type to enter text} will not be used or tolerated, e.g. racist jokes or derogatory terminology.
3. No one will be bullied, harassed, abused or intimidated on the grounds of a protected characteristic.
4. Incidents of bullying or harassment will be taken seriously and the committee will undertake investigations of any complaints quickly, impartially, thoroughly and confidentially.

Further information can be found on the Village Hall google drive in the ACRE document entitled "Equality in Village Halls" (In the 2023 policies subfolder)

Policy written February 2024. Review February 2027. Owner EAVHC