

Southwater Village Hall Management Committee

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 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 their own religious or philosophical beliefs, or the absence of a belief.

Review and Induction

An annual review will take place following the AGM to allow any required up-date of this policy and procedures. New members of the Committee will be given an induction of this policy and understand their responsibilities.

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 Committee will undertake investigations of any complaints quickly, impartially and thoroughly.

Originally agreed by Southwater Village Hall Management Committee on 13.01.21

Reviewed by Southwater Village Hall Management Committee on 13.05.24

Policy to be reviewed May 2025