

## **Wood Norton Village Hall Equal Opportunities Policy**

An equal opportunities policy is a formal policy that sets out an organisation's commitment to fairness. It also lays down guidelines on how it will deal with issues that contravene these guidelines.

### **Equal Opportunities Act 2010**

Wood Norton Village Hall Management Committee recognises that everyone has a right to equal treatment and is opposed to discrimination in any form.

Wood Norton Village Hall Management Committee will ensure that:

- No beneficiary, volunteer or contractor will be discriminated against on any grounds whatsoever.
- It is the responsibility of all Village Hall Management Committee members, staff, volunteers and users to ensure that no other committee member, staff, volunteer or user receives less favourable treatment than another on the grounds of age, gender, disability, race, ethnic origin, colour, nationality, national origin, sex or sexual orientation, religion or belief, marriage and civil partnership, pregnancy and maternity.
- All members of the community who wish to do so are able to participate in the activities that take place within the Hall and to be involved in the management of the Hall.
- Any physical constraints limiting access to and use of the Hall's facilities by any beneficiary with a disability are removed or mitigated as far as is reasonably possible.
- All Village Hall Management Committee members, staff, volunteers are treated fairly and without prejudice, favour, or discrimination.
- No form of intimidation, bullying or harassment will be tolerated.
- The election and appointment of Trustees is open and conducted without prejudice, favour, or discrimination.

Organisations and individuals using the Hall are expected to:

- Open meetings, events and activities to all members of the community.
- Co-operate with measures introduced by the Committee to promote and reinforce equal opportunities.
- Act against any form of discrimination or use of discriminatory language.
- Act against any form of intimidation, bullying, prejudice or harassment.
- Ensure that nobody who has provided information about discrimination is victimized.
- Any known or suspected breach of this policy should be brought to the attention of the Wood Norton Management Committee.

Further details and enhanced guidance can be found here:-

<https://www.gov.uk/guidance/equality-act-2010-guidance>

This policy will be reviewed on an annual basis.

*Approved by Wood Norton Village Hall Management Committee:*

*Date: 2<sup>nd</sup> November 2021*

*Reviewed: February 2024*

*Next review: January 2025*