

# Harringworth Village Hall

## Equal Opportunities Policy

### Harringworth Village Hall - Our Commitment To Equal Opportunities

The Trustees of Harringworth Village Hall acknowledge that the United Kingdom is diverse in culture, races, beliefs and religion, and believe that no individual or group of people should receive less favourable treatment on the grounds of gender, age, colour, race, nationality, sexual orientation or geographical location. The Trustees acknowledge that members of many groups are often under-represented, exposed to prejudice and stereotyping, and suffer various disadvantages with our society.

The purpose of this Policy Statement is to set out clearly and fully the positive action that the Trustees will take to combat direct and indirect discrimination in respect of employment policy, management of the organisation, relationships with other bodies, and service provision to the community, community organisations and individuals.

The Trustees are committed to providing equality of opportunity in all aspects of the Hall's activities. They aim to overcome discrimination on the grounds mentioned above. The Trustees recognise 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 effective.

The Trustees are committed to the Equal Opportunities Policy set out in this document and will work to monitor, develop, and improve it.

### Our Code of Conduct

1. People will be treated with dignity and respect regardless of the group to which they may belong.
2. People's feelings and views will be valued and respected. Offensive language and/or offensive humour will not be permitted or tolerated eg racist jokes or derogatory terminology.
3. Any harassment, abuse, discrimination against, or intimidation of any person using the Hall will not be tolerated. All such incidents will be taken seriously, and the Trustees will undertake investigations of any complaints quickly, impartially and thoroughly.
4. The Trustees will comply with all relevant legislation, and expect users of the Hall to do the same.

### Legislation

The Trustees acknowledge the definitions of various groups of people who are vulnerable to discrimination as set out in the relevant legislation. The Trustees will support and implement the legislation and will work to ensure that persons protected by the legislation will not be discriminated against. Positive obligations will be adhered to

The Trustees give the following specific commitments and reassurances, and they expect users of the Hall to do the same:

### The Less Able-Bodied

The Trustees recognise that the legislation applies to persons who are disabled or ill, and will make every effort within their power to ensure that the Village Hall's facilities are appropriate for those who are less able-bodied. In addition, any discrimination against the less able-bodied will not be tolerated.

**Age**

The Trustees believe that people of all ages have skills, experiences, and contributions to make, and have valid needs, expectations and aspirations. Discrimination on the grounds of age will not be tolerated.

**Ethnic Minorities**

The Trustees will be alert to any aspects of the Hall's services and actions causing potential for unlawful discrimination. The Trustees will not tolerate racism and discrimination in any form, and will insist the Hall's users take the same approach.

**Gender and Sexual Orientation**

Any discriminatory behaviours and attitudes relating to sexual orientation and gender are unacceptable. Users of the Hall must avoid such behaviours and attitudes.

**Religion and Belief**

The Trustees endorse the right of each individual to his or her own religious beliefs or the absence of a belief. Again, discrimination will not be tolerated. Users of the Hall must avoid such discrimination.