

## EQUAL OPPORTUNITIES POLICY

Thorndon Village Hall Management 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 Management 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 Thorndon Village Hall Management Committee intends to take to combat direct and indirect discrimination in the management of the Village Hall, relationships with other bodies and the services it provides to the community, community organisations and individuals.

Thorndon Village Hall Management Committee is committed to providing equality of opportunity in all areas of its activities and 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 access and the Management Committee will take action to make this policy effective.

### Aims

Our aim is to ensure that we become aware of discrimination and the problem it causes.

Thorndon Village Hall Management Committee:-

- Will challenge practices, legislation and institutions, which seek to discriminate against or deny the rights of individuals or groups in any form
- Will seek to take positive action to address the inequalities in our society
- Is committed to the equal opportunities set out in this document and will work to develop, improve and monitor it

### The Equal Opportunities Policy and Code of Practice

Thorndon Village Hall Management Committee acknowledges the definitions of various groups of people who are vulnerable to discrimination as set out in the relevant legislation. The Management 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 give the following specific commitments:-

- Provide facilities for people with disabilities to enable them to participate in activities
- Deal with any complaints of discrimination promptly, impartially, thoroughly and confidentially
- Ensure all Trustees, Committee Members and Hirers are aware of the hall's policy on equality
- Ensure that the equal opportunities policy is monitored and reviewed regularly
- Challenge racism in any form and encourage its users to do the same
- Challenge sexist policies, practices and attitudes and encourage users to do the same
- Endorse the right of each individual to his or her own religious belief 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
- 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
- No-one will be harassed, abused or intimidated on the grounds that they belong to a vulnerable group. Incidents of harassment will be taken seriously and the Management Committee will undertake investigations of any complaints quickly, impartially, thoroughly and confidentially.

**Acceptance of the Village Hall's Equal Opportunities Policy is part of the agreed Contract taken out on hiring the Hall.**

A copy of this policy is available on the Thorndon Website ([thorndon.suffolk.cloud](http://thorndon.suffolk.cloud)) under About Us and then Village Hall, and will be displayed for the attention of all in the red folder next to the notice board in the main hall. The policy will be reviewed on a regular basis.