

# Fyfield Village Hall

Houchin Drive

Fyfield

Essex

CM5 0RG



## **Fyfield Village Hall Equal Opportunities Policy, Statement of Intent and Code of Conduct**

### **Statement of Intent**

The trustees of Fyfield Village Hall Committee acknowledge that the United Kingdom is diverse in culture, race beliefs and religion and believe that no individual or group of people should receive less favourable treatment on the grounds of gender (including gender reassignment), age, colour, race, nationality, racial or national origins, cultural heritage, disability, marital status, social background, sexual orientation, religion or belief, pregnancy and maternity (including breast feeding) or geographical location.

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

Fyfield Village Hall Committee 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, appointment of staff and their conditions of service and access.

### **The Aims of the Committee of Trustees**

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

Fyfield Village Hall Committee of trustees:

- will challenge any and all 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 policy set out in this document and will work to develop, improve and monitor it.

## **Equal Opportunities Policy**

The trustees of Fyfield Village Hall Committee acknowledge 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:

The Committee of trustees will:

- i) where reasonably practical widen accessibility by removing barriers which make it difficult for people with disabilities to use the hall.
- ii) provide facilities for people with disabilities to enable them to participate in activities e.g. the installation of an induction loop.
- iii) ensure that the design of publicity and information take account of the needs of people with disabilities e.g. language used, print size.
- iv) deal with any complaints of discrimination promptly as well as impartially, thoroughly and confidentially.
- v) ensure all staff, hirers and committee members are aware of Fyfield Village Hall's policy on equality.
- vi) ensure that the equal opportunities policy is monitored and reviewed annually.
- vii) challenge racism in any form and encourage users of the hall to do the same.
- viii) 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.
- ix) endorse the right of each individual to his or her own religious belief or the absence of a belief.
- x) encourage people from underrepresented groups to attend and participate in the activities of the hall.

## **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 grounds that they belong to a vulnerable group.
4. Incidents of harassment will be taken seriously and the trustees will undertake investigations of any complaints quickly, impartially, thoroughly and confidentially.

Policy adopted by the Trustees of Fyfield Village Hall on: 29<sup>th</sup> November 2017

Reviewed and Signed on behalf of the trustees \_\_\_\_\_

Position \_\_\_\_\_

Date of review \_\_\_\_\_

Next review date: November 2022