

FYFIELD VILLAGE HALL

Equal Opportunities Policy and Code of Conduct

The Fyfield 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 (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 breastfeeding) or geographical location.

The Management Committee acknowledges that members of these groups are often underrepresented, exposed to prejudice and stereotyping, and suffer various disadvantages within our society.

The purpose of this policy is to set out the positive action that the Management Committee intends to take to combat discrimination in the management of the organisation, relationships with other bodies, and services it provides.

Fyfield Village Hall Management Committee is committed to providing equality of opportunity in all areas of its work. It aims to overcome discrimination on the grounds mentioned above. This 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 Management Committee

The aim of the Fyfield Village Hall Management Committee is to ensure that we become aware of discrimination and the problem it causes. We 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.
- seek to take positive action to address the inequalities in our society.
- commit to the equal opportunities policy set out in this document and work to develop, improve and monitor it.

Equal Opportunities Policy

The Fyfield Village Hall Management Committee acknowledges the definitions of various groups of people who are vulnerable to discrimination as set out in the Equality Act 2010. 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 Management Committee 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;
- 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 volunteers, service providers and hirers are aware of this policy.
- vi) ensure that this 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 reassignment) and encourage users of the hall 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.

Date agreed: February 2025

Date for review: February 2026