

# BUXHALL VILLAGE HALL MANAGEMENT COMMITTEE

(Registered Charity No: 304724)

**Mill Road, Buxhall, Stowmarket, Suffolk, IP14 3DS**

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## **EQUAL OPPORTUNITIES POLICY AND CODE OF PRACTICE**

### **Introduction and Purpose**

The Trustees of Buxhall Village Hall 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 breastfeeding) or geographical location.

The Trustees acknowledge 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 Buxhall Village Hall Trustees intend 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.

Buxhall Village Hall Trustees are 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.

### **Trustees' Roles and Responsibilities**

The Trustees of Buxhall Village Hall acknowledge the definitions of various groups of people who are vulnerable to discrimination as set out in the Equality Act 2010. The Trustees 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.

Buxhall Village Hall Trustees:

- Will challenge any and all practices 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.

The Trustees give the following specific commitments:

- Where reasonably practical widen accessibility by removing barriers which make it difficult for people with disabilities to use the hall.
- Where possible provide facilities for people with disabilities to enable them to participate in activities.
- Ensure that the design of publicity and information take account of a range of different attributes.

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- Deal with any complaints of discrimination promptly as well as impartially, thoroughly and confidentially.
- Ensure all staff, hirers and committee members are aware of Buxhall Village Hall's policy on equality.
- Ensure that the equal opportunities policy is monitored and reviewed annually.
- Challenge racism in any form and encourage users of the hall to do the same.
- 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.
- Endorse the right of each individual to his or her own religious belief or the absence of a belief.
- Encourage people from underrepresented groups to attend and participate in the activities of the hall.

### **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 trustees will undertake investigations of any complaints quickly, impartially, thoroughly and confidentially.

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