
GRUNDISBURGH VILLAGE HALL
Registered Charity No: 1190693

Policy Name: **EQUAL OPPORTUNITIES POLICY**

Document Location: **Grundisburgh Village Hall Website**

Adopted at Meeting Dated: **07/03/2023**

Next Planned Review: **Annually or as required**

Revision History

Version No.	Date	Prepared by / Modified by	Email Address	Significant Changes
0.1	09/02/2021	Phil Bailey	phil.bailey@btinternet.com	First Draft
0.2	22/03/2021	Phil Bailey	phil.bailey@btinternet.com	Second Draft
0.3	08/02/2022	K Tatham	secretary@gnvh.co.uk	Final

Glossary

Abbreviation	Description
VHMC	Grundisburgh Village Hall Management Committee

Statement

The Grundisburgh Village Hall Management Committee (VHMC) acknowledge that the United Kingdom is diverse in culture, race, beliefs, religion, and gender 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 VHMC 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 Policy is to set out clearly and fully the positive action the VHMC 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.

The VHMC is committed to providing equality of opportunity in all areas of its work. It aims to overcome discrimination on the grounds mentioned above. The VHMC recognises 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 policy effective.

AIMS of VHMC Equal Opportunities Policy

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

The VHMC will challenge practices, legislation and institutions, which seek to discriminate against or deny the rights of individuals or groups in any form, whilst of course complying with any existing legislation regarding protesting, campaigning, etc.

The VHMC will seek to take positive action to address the inequalities in our society.

The VHMC is committed to the equal opportunities policy set out in this document and will work to develop, improve and monitor it.

APPENDIX 1 – VHMC Equal Opportunities Policy and Code of Practice

Legislation

The VHMC acknowledges the definitions of various groups of people who are vulnerable to discrimination as set out in the relevant legislation. The VHMC will support and implement the legislation and will work to ensure that no person protected by current legislation is discriminated against unlawfully, and that any positive obligations and duties are performed.

The VHMC gives the following specific commitments.

Disabled

The VHMC recognises that Disability legislation applies to persons who may not visibly appear disabled or ill.

Age

The VHMC believes that people of all ages have skills experiences and ideas, which are equally valid, and have valid needs, expectations and aspirations which need to be considered.

Ethnic Minorities

The VHMC will be alert to any implications of its services and actions for potential unlawful discrimination. The VHMC will challenge racism in any form and will encourage its users to do the same.

Gender and Sexual Orientation

Sexist policies, practices and attitudes (including policies, practices and attitudes which may relate to sexual orientation and gender re-assignment) will be challenged, and users will be

encouraged to do the same. Pronouns will be respected by all VHMC members and we would encourage all Hall users to do likewise.

Religion and Belief

The VHMC endorses the right of each individual to their own religious beliefs or the absence of a belief.

The 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 ground that they belong to a vulnerable group. Incidents of harassment will be taken seriously, and the VHMC will undertake investigations of any complaints quickly, impartially and thoroughly.