

SHARNBROOK VILLAGE HALL

EQUAL OPPORTUNITIES POLICY

Sharnbrook Village Hall is committed to achieving equal opportunities. It respects and values diversity, and is committed to applying equality of opportunity in all its practices and its service delivery for the community.

Under The Equality Act 2010 it is against the law to discriminate against anyone because of age, gender reassignment, being married or in a civil partnership, being pregnant or on maternity leave, disability, race including colour, nationality, ethnic or national origin, religion or belief, sex, sexual orientation.

The Hall Management Committee has overall responsibility for the effective operation of this policy in accordance with the law. However, all Committee Members, employees, volunteers and hall users have a duty as part of their involvement with the Hall to do everything they can to ensure that the policy works in practice.

The Management Committee will bring to the attention of all employees, volunteers and hall users the existence of this policy, and will provide such training as is necessary to ensure that the policy is effective and that everyone is aware of it.

Reference to the policy should be included in the contract documents with outside agencies.

Equal Opportunities Policy Implementation

As a provider of a service to the community, Sharnbrook Village Hall accepts responsibility to promote equal opportunities and challenge discrimination wherever it occurs.

It is the responsibility of all employees, volunteers and hall users to ensure that no other committee member, volunteer or hall user receives less favourable treatment than another on the grounds of any protected characteristic under The Equality Act 2010.

Accordingly:

- We will actively monitor all activities to ensure that we are serving the needs of all communities and groups.
- We will encourage our committee, volunteers and the staff of any organisation working with us to take positive steps to ensure that the needs of minority communities and disadvantaged people are met.
- We will listen carefully to what people tell us they need from and do everything in our power and within our resources to ensure their needs are met.

- As far as it lies within our power we will ensure that our recruitment processes are designed to ensure equal access for all.
- Sharnbrook Village Hall premises will be reviewed regularly so that access by anyone with disabilities can be maintained and improved where necessary.

This policy will be reviewed every three years or when new legislation requires it.

Adopted by the Management Committee on 1st January 2024

Bernadette Walsh-Mason

Chair of Sharnbrook Village Hall Management Committee