

Hardington Mandeville Village Hall

Registered Charity No: 304551

High Street, Hardington Mandeville, Yeovil, BA22 9PQ

Equal Opportunities Policy Statement

The Village Hall Committee acknowledges that the UK is diverse in culture, race, belief and religion, and believes that no individual group or 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 Committee also 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 statement is to set out clearly and fully the positive action taken to combat direct and indirect discrimination in management of the organisation, relationships with other bodies, and the services it provides to the community, community organisations and the individuals.

The Village Hall committee is committed to providing equality of opportunity in all areas of its work. It aims to overcome discrimination on any grounds including those mentioned above. The Committee 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.

Policy Aims

This policy aims to ensure that the Committee are aware of discrimination and the problems it causes. We commit to accept an individual or organisation's own definition of their status, and to respect this at all times. We will challenge practices, legislation, individuals, and institutions which seek to discriminate against or deny the rights of individuals or groups in any form. We will seek to take positive action to address the inequalities in our society. We are committed to the equal opportunities policy set out in this document, and will work to develop, improve and monitor it, and work with our users to do the same.

Code of conduct

The Village Hall Committee undertake that:

- People will be treated with dignity and respect, regardless of the group(s) to which they belong.
- People's views will be valued and respected. Language or humour that people find offensive will not be used or tolerated.
- 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 committee will undertake investigations of any complaints quickly, impartially and thoroughly.
- Information about management of the hall, changes, and hire and of public events will be disseminated in a variety of ways to ensure that all members of the community are not excluded.
- All users of the hall will be encouraged to comply with this policy.
- The Committee recognises that there will be occasions and/or groups to whom they will be unable to let the hall because of the potential adverse effects of so doing on other users, groups or the community or on financial grounds.
- Any decision to decline a booking will be taken by the full Committee, and in consultation with other organisations where this is deemed necessary.
- The Committee will give full and serious consideration to any individual or group that may have been discriminated against and have a grievance or complaint.
- The Committee is committed to providing and maintaining physical access to the hall and services, including ramped access, disabled toilet facilities, accessible doors and a hearing loop, and actively welcomes consultation from individuals and groups about how these facilities may be improved.

This Policy will be reviewed annually