

Fen Drayton Village Hall Management Committee Equal Opportunities Policy

Policy Statement

Fen Drayton Village Hall Management Committee recognises that everyone has a contribution to make to our society and a right to equal treatment. We aim to ensure that no committee member, volunteer, organisation or individual to whom we provide services will be discriminated against by us on any unfair grounds whatsoever.

We aim to foster awareness of prejudices in all who work for and with the Village Hall Management Committee and we aim to encourage the removal of such prejudices.

We also aim to ensure that committee members and volunteers working with individuals and with organisations for which the Fen Drayton Village Hall Management Committee provides services do not suffer discrimination and where this occurs, the Fen Drayton Village Hall Management Committee commits itself to taking positive action against such discrimination which includes protected characteristics of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex and sexual orientation.

Fen Drayton Village Hall Management Committee is committed to:

- addressing positively opportunities for full participation within the organisation

- adopting an effective system to monitor its practice with regard to ensuring equality of opportunity

- promoting good practice with regard to equality of opportunity for organisations and individuals involved in the work of the Fen Drayton Village Hall Management Committee.

In particular the Fen Drayton Village Hall Management Committee will:

- work to ensure that all its services are provided in a way which promotes awareness of the rights and needs of people from minority groups and enables all people to have access to those services

- work to ensure that all Fen Drayton Village Hall Management Committee reflect a range of needs and interests which encompass people who may otherwise be disadvantaged.

The policy of the Fen Drayton Village Hall Management Committee is to ensure that no person receives less favourable consideration than others in the selection of members or in the recruitment of volunteers.

Service provision

The Fen Drayton Village Hall Management Committee will take positive action to ensure its services to and contacts with other groups and individuals reflect this Equal Opportunities Policy. This will be effected by:

consulting with groups and individuals with special requirements to identify how the Management Committee's services may be improved to meet their needs

ensuring that all individuals who represent the Management Committee are aware of, understand and operate this Equal Opportunities Policy.

Responsibilities

The Fen Drayton Village Hall Management Committee:

is responsible for the implementation and monitoring of this Equal Opportunities Policy

will ensure that all individuals within the Village Hall organisation, whether paid or unpaid, clearly understand and practise the principles contained in this Policy

will not victimise anyone who has provided information about discrimination

It shall be the responsibility of the Management Committee's Secretary to keep the Committee fully up to date with developments or difficulties relating to the implementation of this policy.

All members of Fen Drayton Village Hall Management Committee

will be required to co-operate with measures introduced by the Committee to ensure and promote equal opportunities

will neither practice any form of discrimination nor use discriminatory language

will draw to the attention of the Committee any suspected acts of discrimination

will not victimise anyone who has provided information about discrimination.

Review

This Equal Opportunities Policy will be reviewed by the Fen Drayton Village Hall Management Committee annually at the Annual General Meeting.

Date adopted: 17th October 2016

Date of review: 17th October 2016

Signed by: Jackie Isden

Role on Committee: Chair

Date of next review: Annual General Meeting 2018