



MERRIOTT VILLAGE HALL EQUAL OPPORTUNITIES POLICY

Registered charity number 1209414

Reviewed: 26 July 2023

Review frequency: Every 2 years

INTRODUCTION

The Merriott Village Hall (MVH) Committee acknowledges that the United Kingdom is diverse in culture, race, beliefs and religion 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 Committee acknowledges that members of these groups are often under-represented, exposed to prejudice and stereotyping, and suffer various disadvantages within our society.

PURPOSE

The purpose of this Policy Statement is to set out clearly and fully the positive action that MVH Committee intends to take to combat direct and indirect discrimination in its employment policy, management of the organisation, relationships with other bodies, and the services it provides to the community, community organisations and individuals.

AIMS

The aim is to ensure that the committee becomes aware of, deals with and takes steps to ensure no repeat, of discrimination in the course of managing, and in the course of the use of the Hall.

LEGISLATION

The Committee acknowledges the definitions of various groups of people who are vulnerable to discrimination as set out in the relevant legislation. The Committee 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.

The Committee gives the following specific commitments;

Disability

The Committee recognises that the legislation applies to persons who are not apparently disabled or ill; This applies to both physical and mental conditions.

Age

The Committee believes that people of all ages have skills, experiences and ideas which are equally valid, and have valid needs, expectations and aspirations. That said, the committee retains the requirement for hirers of the hall to be aged 18 or over.

Ethnic Minorities

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

Religion and Belief

The Committee endorses the right of each individual to his or her own religious beliefs or the absence of a belief. These rights are to be respected in all dealings with the hall.

CODE OF CONDUCT

1. People will be treated with dignity and respect regardless of the majority or minority group to which they belong.
2. People's feelings and views will be valued and respected. Language, humour or written word / picture that people may find offensive will not be used or tolerated, e.g. racist jokes, derogatory terminology or offensive graphics.
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 Committee will undertake investigations of any complaints quickly, impartially and thoroughly.