



# St James South Elmham Village Hall

## POLICY FOR EQUAL OPPORTUNITIES



### Our undertaking in a nutshell

**St James Village Hall Charity** wholeheartedly supports a policy of equal opportunities in all areas of our work and responsibilities and undertakes to:

- Promote equality of opportunity through all our activities
- Ensure that no trustee, member, volunteer or service user receives less favourable treatment on the grounds of race, gender, marital and civil partnership status, sexual orientation, religion or belief, age, physical, sensory or learning disability, gender reassignment, pregnancy and maternity
- Apply the principle of Equal Opportunities to training, facilities and procedures.
- Remind all those who volunteer in or use the Hall of our policy and guide them to apply it .

### Definitions

**The Equality Act (2010) describes nine “protected characteristics”.**

**Discrimination** - a situation where a person is treated less favourably on the grounds of:

- race, colour, nationality, ethnic or national origin
- gender
- marital and civil partnership status
- sexual orientation
- age
- physical, sensory or learning disability
- gender reassignment
- religion and belief (including lack of belief)
- pregnancy and maternity.

**In addition to these, we undertake not to discriminate because of:**

- mental health
- caring responsibilities
- class
- HIV status
- employment status
- unrelated criminal convictions
- union activities.

## **We also undertake to be aware of and avoid:**

**Associated Discrimination:** Direct discrimination against a person because they associate with another person who possesses a protected characteristic.

**Discrimination by Perception:** Direct discrimination against a person because it is perceived that they possess a particular protected characteristic.

**Indirect Discrimination:** Imposing a requirement or condition, which has disproportionate and / or adverse effect.

**Victimisation:** Subjecting a person to detrimental treatment because they are or are believed to be bringing proceedings under the Equality Act, giving evidence or doing any other thing in connection with the Equality Act or making an allegation that a person has contravened the Equality Act.

**Harassment:** Unwanted behaviour that violates a person's dignity or creates a degrading, humiliating, hostile, intimidating or offensive environment.

**Harassment by a third party:** Unwanted, repeated conduct by a third party based on a protected characteristic, which violates the dignity of a person or creates an intimidating, hostile, degrading, humiliating or offensive environment for a person and where the Organisation does nothing to prevent it from reoccurring.

## **Our aim is:**

- **To ensure equal access** to volunteering and services
- **To ensure compliance** with legislation on discrimination and equality
- **To create environments** free from harassment and discrimination
- **To maximise the use of resources** in the best interests of the trustees, members, volunteers and users.

## **Objectives**

- Trustees, members, volunteers, and service users will be encouraged, by example and guidance, to **challenge discrimination** where and whenever it arises
- Trustees, members and volunteers of the Organisation will be **made aware of** this policy and must be willing to implement it
- **Positive action will be taken** to ensure that all the Organisation's premises and services are accessible to all people as far as it practical.
- Trustees will **monitor and review annually** this policy relating to the Organisation's services and selection procedures
- Roles will be determined by **objective criteria and personal merit** and will reflect a commitment to Equal Opportunities.

## **Implementation**

- Responsibility for **implementing and developing** the policy rests with the Committee.

- Any trustee, member, user or volunteer who feels they have been unfairly treated contrary to the intention of this policy should **raise the issue with the Committee.**
- Any person **in breach of this policy** will be given advice and may ultimately be barred

**Recruitment and Promotion**

- The Organisation will strive to ensure that trustees, members and volunteers **reflect the wider communities.**
- **Vacancies** should be advertised sufficiently widely in order to reach, within reason, the widest possible range of candidates and advertisements should not imply any preferred group.
- **Applicants** will be informed of the Organisation’s commitment to equal opportunities and the existence of an Equal Opportunities Policy.
- **Selection** will not be on the basis of the gender, name, possible disability or age of the candidate.
- In line with the intentions of this policy, The Organisation will not discriminate in the provision of training courses / opportunities wherever possible.
- The Organisation will strive to ensure that **all training** will be accessible to all people.

**Review**

- This policy will be an **agenda item** at all the Organisation’s AGM meetings.
- Any **review recommendations** will be presented at the next committee meeting for action
- If it is found that the policy is excluding or discouraging trustees, members or volunteers’ **development or restricting service users,** the Committee will act

**This Policy was approved and adopted by the St James Village Hall Committee:**

<b>Signed /Dated :</b>	.....	.....
	Caroline Rodbourne	Lynda Bradley
	.....	.....
	Ruth Jewson	David Jewson
	.....	
	Gina Banns	