

EYNSFORD VILLAGE HALL – EQUAL OPPORTUNITIES POLICY

1. Introduction:

Eynsford Village Hall accepts that in society, certain groups or individuals are denied equality on the grounds of race, gender, marital status, disability, age, social class, sexual orientation, religion and other factors.

It is committed to complying with the Equalities Act 2010 and other Acts and statutory requirements furthering equality of opportunity for all.

It recognises that it has moral and social responsibilities and that it should support and contribute to the wider process of change through all aspects of its work and practices in order to eliminate discrimination and promote equality and diversity.

It is therefore committed to taking positive steps to ensure that:

- All people are treated with dignity and respect
- Equality of opportunity and diversity is promoted
- Services are accessible, appropriate and delivered fairly to all
- The mix of its trustees, staff and volunteers reflects, as far as possible, the broad mix of the population of its local community
- Traditionally disadvantaged sections of the community are encouraged to participate in policy decisions and management of the services provided

2. Policy:

This policy applies to all trustees, staff, volunteers, and users.

Eynsford Village Hall will treat all people with dignity and respect, valuing the diversity of all. It will promote equality of opportunity and diversity, and will eliminate all forms of discrimination on the grounds of race, gender, marital status, disability, age, social class, sexual orientation, religion and other factors.

Eynsford Village Hall aims to:

- Provide services that are accessible according to need
- Promote equality of opportunity and diversity
- Work with the community to provide accessible and relevant service provision that responds to users' needs
- Ensure all trustees, staff and volunteers are representative of the community served and the volunteering policies are fair and robust
- Recognise and value the differences and individual contribution that all people make to Eynsford Village Hall

- Ensure all trustees, staff and volunteers and users are made aware, understand and agree with this policy. All trustees, staff and volunteers will be given a copy of this policy as part of their induction.
- Actively encourage trustees, staff and volunteers to take part in anti-discriminatory training
- Challenge discrimination
- Be accountable

3. Monitoring:

Effective monitoring and acting on information gathered are essential in order to measure effectiveness and plan progress. This policy will therefore be reviewed every year and the AGM of Eynsford Village Hall.

Eynsford Village Hall has this policy because it is a people-led organisation that must ensure it meets the needs of the community through fair and appropriate development of the people who work and volunteer for the charity.

This policy covers the behaviour of all people employed or volunteering for Eynsford Village Hall or using the services and sets out the way they can expect to be treated in turn by the charity. The overall responsibility for ensuring adherence to and implementation of this policy lies with the trustees.

Dated: July 2022

To be reviewed: this policy was reviewed at the AGM 2023 and will reviewed again at the AGM in 2024