

Whitehill Village Hall Equal Opportunities Policy

Whitehill Village Hall is community owned, administered by trustees and run by an elected committee of unpaid volunteers. Any member of the village and the surrounding area may make use of the hall via clubs, social groups, events and gatherings run by both the hall committee and by independent groups. It is also available for hire to individuals.

The governing document of the Village Hall Trust has an "equal opportunities" component in the statement of aims. It states that "The object of the charity is the provision and maintenance of a village hall for use by the inhabitants of the area of Whitehill without distinction of political, religious or ethnic grounds"

Aims

Whitehill Village Hall Management Committee believes in a society in which there is equality of opportunity for all, but recognises that we live in a society which is still unequal in terms of access, resources, support and power. In its engagement with others, and in its own internal business, the Committee will aim to demonstrate respect for diversity between people and challenge any discrimination.

The Hall Management Committee will work towards an environment that is based on inclusiveness, where all volunteers and users can benefit from the facility and the organised events to their full potential, irrespective of their race, nationality, gender, marital status, age, disability, religious belief, political opinion, sexual orientation, mental or physical ability

The Responsibility of Committee Members and Village Hall Representatives

- To value diversity in society as a means of broadening the use of the Village Hall.
- To foster an environment in which all users and committee members are confident to raise concerns about unacceptable behaviour and have them dealt with quickly, sensitively and effectively.
- To identify the forms of behaviour and barriers that discrimination can take, and understand the negative effect these can have in the community and Village Hall.
- To monitor the application of this Policy, preventing any discriminatory practices which may be limiting the Village Hall's ability to achieve its aims, thus enhancing our reputation as a fair and responsible provider and organiser in the eyes of its users.
- Individuals have a responsibility to support the aims of the Policy, and ensure that the principles of diversity are applied in their behaviour and dealings with others. Deliberate breaches of this policy will be addressed by the committee at the next scheduled committee meeting.
- To make an effort to attract users from all sections of society in the local area.

The Responsibility of Village Hall Users (including events organised by the Village Hall)

- To be aware of the various behaviours and barriers that discrimination can take, and understand the negative impact these can have on the hall's reputation and its users.
- To be sensitive to the potential impact of their own behaviour on other users.
- To seek clarification from a member of the Management Committee if they are unsure.
- To co-operate with members of the Management Committee in the prevention of any discriminatory practices that may be identified.
- To comply with the letter and spirit of this policy.

All those hiring the Village Hall will be expected to confirm that they are aware of this policy and that their activities and use of the Hall are in conformity with it.

Application

The benefits and requirements of adopting the spirit of this policy should be seen in the following areas:

- Facilities provided by the Village Hall
- Planning of events
- Promotion of events
- Delivery of events

Implementation of the policy will be undertaken by the Village Hall Trustees. The policy and its implementation will be monitored and reviewed following the Annual General Meeting.

A copy of the policy will be displayed in the Village Hall.

Complaints

If any user or committee member believes that they have been unfairly discriminated against they should make a complaint to the Chairperson of the Management Committee who will take the allegation very seriously and conduct a thorough investigation. A complaint relating to the Chairperson should be made to a Trustee (contact information can be obtained for the Management Committee Secretary.) Following a full investigation the Management Committee will review any potentially discriminatory practices identified and take what action they can to prevent them.

This policy seeks to address the legal requirements of the **Equality Act 2010**