



## **BRAYFORD VILLAGE HALL**

### **EQUAL OPPORTUNITIES POLICY**

Registered Charity No. 300780

#### **INTRODUCTION**

Brayford Village Hall Management Committee is committed to encouraging equality, diversity and inclusion among our volunteers and workforce to eliminate any unlawful discrimination. The aim of the Management Committee is to be truly representative of all sections of society, and for each member to feel respected and able to give their best. The Management Committee is also committed against unlawful discrimination of customers or the public.

#### **1. PURPOSE**

The purpose of this policy is to:-

- i) Provide equality, fairness and respect for all trustees/ volunteers and staff.
- ii) Oppose and avoid all forms of unlawful discrimination.
- iii) Adhere to the Equality Act 2010 protected characteristics by not unlawfully discriminating against
  - age
  - disability
  - gender reassignment
  - marriage and civil partnership
  - pregnancy and maternity
  - race (including colour, nationality, and ethnic or national origin)
  - religion or belief
  - sex
  - sexual orientation

#### **2. COMMITMENT**

The Management Committee will commit to:

- i) Encourage equality, diversity and inclusion in the workplace as they are good practice and make business sense
- ii) Create a working environment free of bullying, harassment, victimisation and unlawful discrimination, promoting dignity and respect for all, and where individual differences and the contributions of all staff are recognised and valued.
- iii) This commitment includes training members and all other volunteers about their rights and responsibilities under the equality, diversity and inclusion policy.
- iv) Responsibilities include members conducting themselves to help the organisation provide equal opportunities in the course of their duties, and prevent bullying, harassment, victimisation and unlawful discrimination.
- v) All members should understand they can be held liable for acts of bullying, harassment, victimisation and unlawful discrimination against fellow members and volunteers, customers, suppliers and the public
- vi) Take seriously complaints of bullying, harassment, victimisation and unlawful discrimination by fellow members, volunteers, customers, suppliers, visitors, the public and any others in the course of the organisation's work activities.

- vii) Such acts will be dealt with in accordance with grievance and/ or disciplinary procedures and appropriate action taken.
- viii) Particularly serious complaints could amount to gross misconduct and lead to member's dismissal from their role. Any sexual harassment may progress to a criminal matter, such as in sexual assault allegations.
- ix) In addition, harassment under the Protection from Harassment Act 1997 – which is not limited to circumstances where harassment relates to a protected characteristic – is a criminal offence.
- x) The Management Committee will make opportunities for training and development available to all members, who will be helped and encouraged to develop their full potential, so their talents and resources can be fully utilised to maximise the efficiency of the organisation.

### **3. DISCIPLINARY AND GRIEVANCE PROCEDURES**

The Management Committee will follow set guidelines relating to any grievance or disciplinary action.

### **4. POLICY REVIEW**

The Village Hall Management Committee will carry out an annual review of this policy.