



Equal Opportunities Policy

The Brunton Memorial Hall

Riverside Rise

Allington

Wiltshire

SP4 0AF

Purpose

The purpose of this policy is to define The Brunton Memorial Hall Trustees and Committee's Equality of Opportunity stance in relation to the use of The Brunton Memorial Hall.

Policy Scope and Principles

The Trustees and Committee of The Brunton Memorial Hall have a legal duty to adhere to the requirements of the Equality Act 2010. It is unlawful to discriminate directly or indirectly in recruitment or employment because of age, disability, sex, gender reassignment, pregnancy, maternity, race (which includes colour, nationality, caste and ethnic or national origins), sexual orientation, religion or belief, or because someone is married or in a civil partnership. These are known as "protected characteristics" as set out in the Act.

The individuals falling within the scope of the policy include Trustees, Committee members, employees, job applicants, volunteers and users of the hall. The Brunton Memorial Hall Charity recognises that everyone has a contribution to make to society, and respect for diversity and equality issues is essential to make this work.

The Brunton Memorial Village Hall Management Committee commit to the following:

- To ensure that the hire of the hall is open to all potential users, free from prejudice and discrimination and sensitive to the needs of all sections of the community. Opposing all forms of unlawful and unfair discrimination
- To treat all users of the hall, in whatever capacity, fairly and with respect
- To create an environment in which individual difference, and the contributions of all employees, volunteers and users of the hall are respected, recognised and valued
- To create an environment where all users, in whatever capacity, understand that they are part of an environment that promotes dignity and respect for all, and where intimidation, bullying, and harassment will not be tolerated
- To encourage partnership and participation in the development and application of policy and practices.

Procedures

Promotion of respect for diversity and Equality of Opportunity will be achieved by adherence to the following Code of Conduct:

- People will be treated with dignity and respect regardless of the group to which they belong
- People's feelings and views will be valued and respected. Language or humour that people find offensive will not be used or tolerated, e.g. racist jokes or derogatory terminology
- No one will be harassed, abused or intimidated on the grounds 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, thoroughly and confidentially.

Acknowledgement

The Brunton Memorial Hall Trustees and Management Committee are pleased to acknowledge Action with Communities in Rural England (ACRE) for the use of this information for the Brunton Memorial Hall.