

Great Stukeley Village Hall

EQUAL OPPORTUNITIES POLICY

1) Statement of Intent

The Trustees, who are the Management Committee members under the Deed of Trust, oppose all forms of unlawful and unfair discrimination. The purpose of this policy is to ensure that everyone will receive equal opportunities in the use of/ access to Great Stukeley Village Hall. The policy applies to all irrespective of their gender, race, ethnic origin, disability, age, nationality, national origin, sexual orientation, religion, marital status or social class, subject only to the requirements of the Charity's Trust Deed.

This equal opportunity policy also applies to the Caretaker and Booking Clerk. Irrespective of the terms of their employment, all will be treated fairly and equally irrespective of their gender, race, ethnic origin, disability, age, nationality, national origin, sexual orientation, religion, marital status or social class.

2) Policy

Policy towards Users of Great Stukeley Village Hall

- Everyone will have equal rights of access to, and use of the facilities subject to compliance with the terms and conditions of hire.
- The Trustees will act at all times without prejudice, favour, or discrimination in deciding on requests for use and hire of the facilities.
- Physical constraints on access for the disabled will as far as the Trustees are able, be removed or mitigated.

Policy towards Employees of Great Stukeley Village Hall

- Whilst the Village Hall do not directly employ any staff currently, should it do so employees will receive equal opportunities in both their selection, and conditions of their employment and remuneration
- Intimidation, bullying, prejudice or harassment against any employee will not be tolerated.

Policy towards Suppliers of Goods and Services to Great Stukeley Village Hall

- In considering tenders for the supply of goods and services the Trustees will make its decision purely on the basis of economic, specification, performance, and timescale considerations.
- Contracts for goods and services will not impose prejudicial or discriminatory conditions on suppliers.

Policy in Election of the Trustees (Management Committee) and Officers of Great Stukeley Village Hall

- The election of Trustees will be open to all, who are eligible under the terms of the Deed of Trust, and conducted without prejudice, favour, or discrimination.
- The election of the Officers of the Charity will be in accordance with the Deeds of Trust.

3) Charity Trustee's Commitment towards the Policy

- This policy is fully supported by the Charity Trustees (the Management Committee).
- The Trustees will take seriously any breaches of this policy.
- The Charity will carry out an annual audit of the physical access requirements for its facilities.
- The Charity will regularly review its Equal Opportunities Policy to ensure its application is in line with current legal requirements.

4) Dispute Procedure

Any person or group claiming a breach of this Equal Opportunities Policy must supply the details in writing to the Secretary of the Charity, who will place the matter on the agenda for the next meeting of the Trustees (the Management Committee).

The person or group making the claim of discrimination will be advised of the date and time of the meeting and will be invited to attend, and may speak in support of the claim if they wish.

The Management Committee will listen to all the evidence presented and decide by a majority vote whether a breach of the policy has occurred, providing reasons if the claim is not upheld.

In the event the claim is upheld, the Charity will correct the matter as soon as possible. It will monitor the status of the corrective action at each Management Committee meeting until the

problem is resolved. The person or group making the claim will be notified as soon as the action is cleared.

In the event the claim is dismissed and the claimant wishes to appeal, the matter will be referred by the Charity to the Charity's Commission.

5) Legal References

The policy will be implemented within the framework of the relevant legislation, which includes:

- Equal Pay Act 1970
- Rehabilitation of Offenders Act 1974
- Sex Discrimination Act 1975
- Gender Reassignment Regulations 1999
- Race Relations (Amendment) Act 2000
- Disability Discrimination Act 1995
- The Protection from Harassment Act 1997

Signed for and on behalf of Great Stukeley Village Hall

Chairman:

Treasurer:

Date