

SHIMPLING VILLAGE HALL

Equal Opportunities Policy & Procedures

Introduction

Shimpling Village Hall **accepts** that in society certain groups or individuals are denied equality on the grounds of race, gender, marital status, caring responsibilities, disability, gender re-assignment, age, social class, sexual orientation and religion/belief or any other factor irrelevant to the purpose in view.

It **welcomes** the statutory requirements laid down in the Equalities Act 2010.

<https://www.legislation.gov.uk/ukpga/2010/15/contents>

<https://www.equalityhumanrights.com/en/advice-and-guidance/your-rights-under-equality-act-2010>

<https://www.equalityhumanrights.com/en/publication-download/equal-pay-statutory-code-practice>

Note: the Equalities Act replaced the Sex Discrimination Act 1975 and the Race Relations Act 1976 and supplements the Equal Pay Act 1970

<https://www.legislation.gov.uk/ukpga/1970/41/enacted>

and is committed to complying with the Equalities Act 2010 with such other Acts and statutory requirements furthering equality of opportunity for all as also apply to its activities.

It **recognises** that it has moral and social responsibilities that go beyond the provisions of the above-mentioned Acts and Regulations, and that it should support and contribute to the wider process of change through all aspects of its work and practices to eliminate discrimination and promote equality and diversity.

Shimpling Village Hall is **committed** to taking positive steps to ensure that:

- ✓ all people are treated with dignity and respect, valuing the diversity of all.
- ✓ equality of opportunity and diversity is promoted.
- ✓ services are accessible, appropriate and delivered fairly to all.
- ✓ the mix of its volunteers and management committee 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 decisions about, and the management of the activities provided.

POLICY

This policy applies to all - volunteers, management committee members, users and the public.

Commitment

Equality and diversity are central to the work of the Village Hall Management Committee.

The village hall management committee will treat all people with dignity and respect, valuing the diversity of all. It will promote equality of opportunity and diversity. It will seek to eliminate all forms of discrimination on grounds of race, gender, marital status, caring responsibilities, disability, gender re-assignment, age, social class, sexual orientation, religion/ belief, irrelevant offending background or any other factor irrelevant to the purpose in view.

It will tackle social exclusion, inequality, discrimination and disadvantage where these are evident.

For this policy to be successful, it is essential that everyone is committed to and involved in its delivery. The village hall management committee's goal is to carry out its functions free from discrimination, harassment and prejudice. The village hall management committee aims to embed this in all its policies, procedures, day-to-day practices and relationships.

Aims

The Village Hall Management Committee aims to:

- ✓ Provide services that are accessible according to need.
- ✓ Promote equality of opportunity and diversity in volunteering and using the hall.
- ✓ Create effective partnerships with all parts of our community.

Objectives

The Shimpling Village Hall Management Committee's objective is to realise its standards by:

- ✓ Sustaining, regularly evaluating and continually improving its offer to the residents of Shimpling, to ensure equality and diversity principles and best practice are embedded in our ability to meet the needs of individuals and groups.
- ✓ Working together with the community to provide accessible and relevant activities that respond to and hopefully meet resident's needs.
- ✓ Ensuring any committee members, or volunteers are representative of the community and the village hall's policies are fair and robust.
- ✓ Responding to volunteer's needs where needed, encouraging their development to increase their contribution to effective activity delivery.
- ✓ Recognising and valuing the differences and individual contribution that all people make to the Village Hall management and activities provision for the residents of Shimpling.
- ✓ Challenging discrimination.
- ✓ Providing fair resource allocation.
- ✓ Being accountable.

Why have this policy?

Shimpling Village Hall Management Committee recognises, respects and values diversity in its volunteers and the residents of the village.

They have this policy because it is a people-led organisation that must always ensure it meets the needs of the Shimpling Community through fair and appropriate activity opportunities and development of the people who volunteer for them.

PROCEDURES

Responsibility for Implementation

This policy covers the behaviour of all people volunteering in the village hall management committee or those using the hall and sets out the way they can expect to be treated in turn by the management committee. The overall responsibility for ensuring adherence to and implementation of this policy lies with the management committee oversight being the responsibility of the Shimpling Parish Council.

Method of Implementation

The Village Hall Management Committee intends to implement this policy by:

- ✓ Ensuring that the management committee, volunteers and users are made aware, understand, agree with, and are willing to implement, this policy. All volunteers will be given a copy of this policy.
- ✓ Actively encouraging the management committee and volunteers to participate in anti-discriminatory training (if not already completed).
- ✓ Monitoring the publicity and events provided by Shimpling Village Hall Management Committee to ensure that they are accessible to all sections of the population of Shimpling and do not discriminate and taking active steps to ensure that participation is open and representative.

Monitoring and Reviewing

The Shimpling Village Hall Management Committee has declared its commitment to establishing, developing, implementing and reviewing a policy of equality of opportunity.

Effective record keeping and monitoring, and acting on information gathered, are essential to measure effectiveness and plan change. The management committee will review the policy annually.

Change Record

Date of Change	Changed By	Comments
02/02/2025	Carol Squire Secretary	Policy checked and minor grammar amendments made to improve clarity.