

The Village Hall

MILBORNE ST ANDREW

Registered Charity No: 301153



Equal Opportunity Policy

This policy has been adopted by the Milborne St Andrew Village Hall through the Board of Trustees who remain responsible for its review.

Aims

The aim of this policy is to give guidance to the Trustees of Milborne St Andrew Village Hall about their responsibilities regarding equal opportunities for volunteers, user groups and the villagers for whom the facilities are made available.

Objectives

1. To give information about legislation and guidance on legislation as related to Milborne St Andrew Village Hall.
2. To give guidance for the Trustees as to their responsibility in respect of Equal Opportunity as related the users of the Milborne St Andrew Village Hall and related volunteers.
3. To ensure that there is compliance with good practice of the Milborne St Andrew Village Hall as a charity

Background information

The Equality and Human Rights Commission (EHRC) monitors human rights, protecting equality across 9 grounds - age, disability, gender, race, religion and belief, pregnancy and maternity, marriage and civil partnership, sexual orientation and gender reassignment. It is an executive non-departmental public body, sponsored by the Department for Education. It took over the responsibilities of three former commissions: the Commission for Racial Equality, the Equal Opportunities Commission (which dealt with gender equality) and the Disability Rights Commission. It also has responsibility for other aspects of equality: age, sexual orientation and religion or belief. The EHRC produces guidance and recommendations and has legal and enforcement powers.

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Statement of Intent

1. Milborne St Andrew Village Hall Committee will seek to ensure that all volunteers, employees and service users are provided with equality of opportunity; it is committed to equality of opportunity in its employment policies and practices.
2. Milborne St Andrew Village Hall Committee aims to promote equality of opportunity so that no volunteer, employee or service user will be subject to unlawful or unfair discrimination on the grounds of gender, age, marital status, colour, race, nationality or other ethnic or national origin, religion, disability, sexuality, criminal background, membership or non-membership of a trade union or political beliefs.
3. Milborne St Andrew Village Hall Committee will seek to ensure that no applicant for volunteering is disadvantaged by conditions or requirements which cannot be justified.
4. In keeping with the commitment to the promotion of equal opportunities Milborne St Andrew Village Hall Committee will keep under review its policies, procedures, documentation and practices to ensure all volunteers are given equality of opportunity.
5. Acts of discrimination, victimisation and harassment by an employee or volunteer to other employees, volunteers or members of the public will result in action. This will also apply to volunteers who attempt to advise, influence or otherwise incite other volunteers to discriminate, victimise or harass other employees, volunteers or members of the public.
6. Failure to comply with (or adhere to) Milborne St Andrew Village Hall Committee's Equal Opportunities Policy will be treated as a disciplinary offence and may lead to dismissal.
7. Candidates for volunteering with Milborne St Andrew Village Hall Committee who believe that they have been subjected to discrimination, victimisation or harassment should write to the Chair of the Trustees in the first instance.
8. Milborne St Andrew Village Hall Committee in adopting this Equal Opportunities Policy has formally adopted the Codes of Practice issued by the Equality and Human Rights Commission

Written October 2016

Review annually

Reviewed September 2020

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