



EQUALITY POLICY

Equality policy / Final / 10.11.25

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Equal Opportunities Statement of Intent

The Nether Whitacre Village Hall Management Committee acknowledges that the United Kingdom is diverse in culture, race, beliefs and religion, and believes that no individual or group of people should receive less favourable treatment on the grounds of gender, age, colour, race, nationality, racial or national origins, cultural heritage, disability, marital status, social background, sexual orientation or geographical location. The committee acknowledges that members of these groups are often under-represented, exposed to prejudice and stereotyping, and suffer various disadvantages within our society.

The purpose of this statement is to set out clearly and fully the positive action that the NWWH Management Committee intends to take to combat direct and indirect discrimination in the, management of the organisation, relationships with other bodies, and the services it provides to the community, community organisations and individuals and if relevant in its employment policy.

NWWH Management Committee is committed to providing equality of opportunity in all areas of its work. It aims to overcome discrimination on the grounds mentioned above. The Equal Opportunities Policy will be implemented ensuring equality of provision in representation, service provision, appointment of volunteers and staff and their conditions of service and access.

The NWWH Management Committee will have a clear, agreed and effective approach to supporting equality, diversity and inclusion throughout the organisation and in its own practice. This approach supports good governance and the delivery of the organisation's charitable purposes.

The Aims of the Committee

Our aim is to ensure that we become aware of discrimination and the problem it causes.

- NWWH Management Committee will challenge practices, legislation and institutions, which seek to discriminate against or deny the rights of individuals or groups in any form.

- NWWH Management Committee will seek to take positive action to address the inequalities in our society.
- NWWH Management Committee is committed to the equal opportunities policy set out in this document and will work to develop, improve and monitor it.

Equal Opportunities Policy

The NWWH Management Committee acknowledges the definitions of various groups of people who are vulnerable to discrimination as set out in the Equality Act 2010. The committee will support and implement the legislation and will work to ensure that no person protected by the legislation is discriminated against unlawfully, and that any positive obligations and duties are performed.

The committee gives the following specific commitments.

The NWWH Management Committee will:

- Where reasonably practical widen accessibility by removing barriers which make it difficult for people with disabilities to use the hall.
- Will work towards providing facilities for people with disabilities to enable them to participate in activities e.g. the installation of an induction loop.
- Will work towards that in it's design of publicity and information take account of the needs of people with disabilities e.g. language used, print size.
- Deal with any complaints of discrimination promptly, impartially, thoroughly and confidentially.
- Ensure all staff, hirers, trustees and committee members are aware of hall's policy on equality.
- Ensure that the equal opportunities policy is monitored and reviewed annually.
- Challenge racism in any form and encourage its users to do the same.
- Challenge sexist policies, practices and attitudes (including policies, practices and attitudes which may relate to sexual orientation and gender re-assignment) and encourage users to do the same.
- Challenge age discrimination in policies, procedures and attitudes.
- Endorse the right of each individual to his or her own religious belief or the absence of a belief.
- Encourage people from underrepresented groups to attend and participate in the activities of the hall.

The community's responsibilities

All hirers, volunteers and village hall event attendees are required to assist us in meeting our commitments, to ensure equality, diversity and inclusion and avoid unlawful discrimination.

We consider acts of discrimination, harassment, bullying or victimisation as unacceptable behaviour and hirers supporting this behaviour will result in the hall not be available to hire to those persons in the future.

Grievances / Complaints

If anyone using the VH considers they may have been unlawfully discriminated against, or in the event that a complaint or issue is raised by any member of the management committee, hirers or prospective hirers or local residents within the locality this will be immediately logged using the complaints procedure and brought to the attention of the Chair of the NWVH Management Committee who will either deal with the issue themselves or delegate to one of the Trustees. See Complaints Policy.

Code of Conduct

1. People will be treated with dignity and respect regardless of the group to which they belong.
2. 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.
3. 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.

NB: From ACRE 'Equality in Village Halls' guidance

The village hall management committee will carry out an annual review of this policy.

References to the Equality policies

- Equality in village Halls – ACRE Information sheet 42
- Principle 6 Equality, diversity and inclusion - Charity Governance Code for smaller charities