**Equal Opportunities Policy and Procedures for Shamley Green Village Hall**

In 1904 Lady Arbuthnot, who gifted the hall to the village, specified in our constitution that “it be for the use of the inhabitants of the (civil) Parish of Wonersh and the neighbourhood thereof without distinction of sex or political, religious or other opinions”

Shamley Green Village Hall

ACCEPTS that in society certain groups or individuals may be 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.

FOLLOWS the following equality principles:

* Valuing cultural diversity,
* Promoting participation,
* Promoting equality of opportunity,
* Promoting inclusive communities,
* Reducing disadvantage and exclusion.

WELCOMES the statutory requirements laid down in the Equalities Act 2010; and is committed to complying with the Equalities Act 2010 with such other Acts and statutory requirements furthering equality of opportunity for all applying to its charitable activities.

RECOGNISES that it has moral and social responsibilities that go beyond the provisions of the Act and that it should support and contribute to the wider process of change through all aspects of its work and practices in order to eliminate discrimination and promote equality and diversity.

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;
* the hiring of the hall and the events run by the management committee are accessible to all
* the mix of its employees, volunteers, contractors and management committee reflects, as far as possible, the broad mix of the population of its local community;
* all members of its community are invited to participate in the AGM of the hall;
* there are representative members of clubs and societies in the village on the management committee.

**POLICY**

This policy applies to all Trustees, other management committee members staff, volunteers, contractors and users.

**Commitment**

Equality and diversity are central to the work of The Charity. The Charity will treat all people with dignity and respect, valuing the diversity of all. It will promote equality of opportunity and diversity. It will look 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.

It will address social exclusion, inequality, discrimination and disadvantage.

For this policy to be successful, it is essential that everyone is committed to and involved in its delivery. The Charity’s goal is to operate in a society free from discrimination, harassment and prejudice. The Charity aims to engender this in all its policies, procedures, day-to-day practices and external relationships.

**Aims**

The Charity aims to:

* Provide services that are accessible according to need;
* Promote equality of opportunity and diversity in volunteering, employment and development;
* where possible create effective partnerships with all parts of our community.

Be sensitive to the different cultures of the people in the community.

**Objectives**

The Charity’s objective is to achieve its aims by:

* Sustaining, regularly evaluating and continually improving its operations to ensure equality and diversity principles and best practice are embedded in its performance to meet the needs of individuals and groups;
* Working together with the community to provide accessible and relevant service provision that responds to users’ needs;
* Ensuring staff, volunteers and trustees are representative of the community served and where appropriate employment policies are fair and robust;
* Responding to volunteer’s, contractors, employees’ needs and encouraging their development to increase their contribution to effective service delivery;
* Recognising and valuing the differences and individual contribution that all people make to The Charity;
* Challenging discrimination;
* Being accountable.

Why have this policy? The Charity recognises, respects and values diversity in its Trustees, employees, contractors, volunteers and users.

**PROCEDURES**

Responsibility for Implementation

This policy covers the behaviour of all people employed, contracted or volunteering in The Charity or using the services and sets out the way they can expect to be treated in turn by The Charity. The overall responsibility for ensuring adherence to and implementation of this policy lies with the Trustees, staff and the management committee.

**Method of Implementation**

The Charity intends to implement this policy by continuing to:

* Ensure that where appropriate it is a condition of paid employment in The Charity
* Ensure that Trustees, other management committee members, employees, volunteers and users are made aware, understand, and agree to adhere to this policy. A copy of the policy is maintained on the hall website [www.arbuthnothall.org](http://www.arbuthnothall.org)
* Actively encouraging Trustees, other management committee members, employees, contractors, and volunteers to participate in anti-discriminatory training,
* Monitor the services, publicity and events provided by The Charity, to ensure that they are accessible to all sections of the population and do not discriminate, and taking active steps toencourage that participation is representative.

**Monitoring and Reviewing**

The Charity has declared its commitment to establishing, developing, implementing and reviewing a policy of equality of opportunity. The management committee will review the policy annually.

Any concerns should be raised with the Chairman or someone on the Management Committee in the first instance.

Approved by Shamley Green Village Hall Management Committee

July 2024