

SAMPFORD COURTENAY VILLAGE HALL

EQUAL OPPORTUNITIES POLICY AND CODE OF PRACTICE

Sampford Courtenay Village Hall Committee acknowledges the definitions of various groups of people who are vulnerable to discrimination as set out in the Equality Act 2010. The trustees 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 trustees give the following specific commitments. Sampford Courtenay Village Hall Committee will:

- where reasonably practical widen accessibility by removing barriers which make it difficult for people with disabilities to use the hall;
- provide facilities for people with disabilities to enable them to participate in activities;
- ensure that the design of publicity and information takes account of the needs of people with disabilities;
- deal with any complaints of discrimination promptly, impartially, thoroughly and confidentially;
- ensure all volunteers, hirers and trustees are aware of the 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 and encourage users to do the same;
- 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 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.