

## Equal Opportunities Policy

This policy outlines how Stanton Village Hall:

- Will create and sustain an environment conducive to fairness and equality and free from harassment or discrimination;
- Will encourage others to value diversity and individual needs;
- Ensure that no party feels the victim of discrimination or disadvantage;
- Promote equality of opportunity;
- Will implement this policy.

The Trustees of Stanton Village Hall have overall responsibility for the implementation and review of this policy. All users, volunteers, and staff are obliged to comply and advocate this Policy.

### **Implementation and Promotion**

- Any recruitment activity by Stanton Village Hall of paid staff or volunteers should maintain the principles of fairness and equality ensuring that no one is disadvantaged or discriminated against.
- Committee members and others are encouraged to feedback to the Committee matters relating to equal opportunities as they arise.
- We recognise the importance of involving others in fulfilling this policy and our Statement of Intent below and this policy will be displayed in Stanton Village Hall so that it can be understood by hirers and users.
- We will review this policy and related practices regularly.

### **Stanton Village Hall Statement of Intent (Equal Opportunities)**

Stanton Village Hall are committed to the promotion of diversity and equality of opportunity in all of its practices. We will ensure that no trustee, member, volunteer or user is less fairly treated because of gender, marital status, age, physical status or any disability, racial or ethnic origin, nationality, creed or religious belief, sexual orientation, gender reassignment, pregnancy/maternity, employment status or other conditions not relevant to the performance of the job.

### **Document Control**

<b>Policy created</b>	August 2019 (v2)	Author: Tracey Wond
<b>Reviewed</b>	2020,2021,2022	By: Tracey Wond