

## **Equal Opportunities Policy**

**Tremayne hall**

**Charity Number: 1063268**

### **Preamble**

The Tremayne Hall Management Committee (THMC) 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 THMC acknowledges that members of these groups are often underrepresented, exposed to prejudice and stereotyping and suffer various disadvantages in our society. The purpose of this policy statement is to set out clearly and fully the positive action that the THMC intends to take to combat direct and indirect discrimination in management of the hall and the charity, relationships with other bodies and the services it provides to the community, community organisations and individuals.

THMC is committed to providing equality of opportunity in all areas of its work. It aims to overcome discrimination on the grounds mentioned in this policy. The THMC recognises that positive steps are needed to ensure equality of provision in the areas of representation, service provision, membership and access and will take action to make this policy effective.

The Aims of the Tremayne Hall Management Committee

Our aim is to ensure we become aware of discrimination and the problem it causes, so

- The THMC will challenge practices, legislation and institutions within the scope of its functions and resources, which seek to discriminate against, or deny, the rights of individuals or groups in any form.
- The THMC will use every opportunity to take positive action to address the inequalities in our society.
- The THMC is committed to the equal opportunities policy set out in this document and will work to develop, improve and monitor it.
- The THMC will make hirers, volunteers, committee members and users aware of the hall's policy on equal opportunities.

### **Policy Statement**

Legislation

The THMC acknowledges the definitions of various groups of people who are vulnerable to discrimination as set out in the relevant legislation. The committee will support and implement the legislation and will work to ensure no person is discriminated against unlawfully and that any positive obligations and duties are performed.

The THMC gives the following specific commitments:

- Disability – The THMC recognises the legislation applies to persons who are not apparently disabled, or ill. Where reasonably practical, the committee will aim to widen accessibility by

removing barriers which make it difficult for some people to use the hall and provide facilities to accommodate varying requirements.

- Age – the THMC believes that people of all ages have skills experiences and ideas which are equally valid and respects these needs, expectations and aspirations.
- Ethnic Minorities – the THMC will be alert to any implications for potential unlawful discrimination. The THMC will challenge racism in any form and will encourage users to do the same.
- Gender and Sexual Orientation – sexist policies, practices and attitudes ( including policies, practices and attitudes which may relate to sexual orientation and gender reassignment) will be challenged and users will be encouraged to do the same.
- Religion and belief – The THMC endorses the right of each individual to his or her own religious beliefs or the absence of belief.

### **Code of Conduct and Behaviour**

- People will be treated with dignity and respect regardless of any group to which they belong or do not belong.
- People’s feelings and views will be valued and respected. Language or humour that people find offensive will not be tolerated, e.g. racist jokes or derogatory terminology.
- No one will be harassed, abused or intimidated on the ground that they belong to a vulnerable group, or for any other reason. Incidents of harassment will be taken seriously and the THMC will undertake investigations of any complaints quickly, impartially, and as thoroughly as it is able.
- The THMC will adhere to policies and take actions that respect all users of the hall and non-users, are consistent with the objectives and obligations of a community charity expecting high standards of diligence and probity.

Adopted.....May 2024.....

Review .....May 2025.....