



Equal Opportunities Policy

Houghton Village Hall 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 or sexual orientation. 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 policy is to set out clearly and fully the positive action that the Committee intends to take to combat direct and indirect discrimination in the management of relationships with other bodies, and the services it provides to the community, community organisations and individuals.

The Committee is committed to providing equality of opportunity in all areas of its work. It aims to overcome discrimination on the grounds mentioned above. This Policy aims to ensure equality of provision in representation and service provision.

Committee responsibilities:

- Where reasonably practical, widen accessibility by removing barriers which make it difficult for people with disabilities to use the hall.
- Provide suitable access for people with disabilities to enable them to use the hall e.g. the installation of a ramp.
- Ensure that the design of publicity and information take account of the needs of people with disabilities (e.g. language used, print size, mode of delivery).
- Deal with any complaints of discrimination promptly, impartially, thoroughly and confidentially.
- Ensure all Trustees, volunteers and hirers are aware of this Policy.
- Ensure that this policy is monitored and reviewed annually.
- Positively promote equality and treat all people with dignity and respect, valuing the diversity of all

The committee is **not** responsible for the hirers use of the hall.

Hirers responsibilities:

- To comply with the statements stated in the hiring agreements and equal opportunities legislation.

Peter Pollard (Chair of the Trustees)

Approved by the Trustee Board: 22 May 2025

Review Date: May 2026 (1 year)