



Breedon Parish Hall
Registered Charity 1203242

Equality Policy

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3. Introduction

The [Equality Act 2010](#) legally protects people from discrimination in the workplace and in wider society. It replaced previous anti-discrimination laws with a single Act, making the law easier to understand and strengthening protection in some situations. Everyone in Britain is protected; this is because the Equality Act protects people against discrimination because of the protected characteristics that we all have.

Under the Equality Act, there are nine protected characteristics:

- [Age](#)
- [Disability](#)
- [Gender reassignment](#)
- [Marriage and civil partnership](#)
- [Pregnancy and maternity](#)
- [Race](#)
- [Religion or belief](#)
- [Sex](#)
- [Sexual orientation](#)

There are four main types of discrimination:

[Direct discrimination](#)

This means treating one person worse than another person because of a protected characteristic.

Example: not allowing someone to join the bowls club because of their ethnic origin.

[Indirect discrimination](#)

Indirect discrimination is having a condition, rule or policy which applies to everyone but has a worse impact on some people who share a particular protected characteristic. Indirect discrimination can be justified 'if it can be shown that the rule, policy or practice is intended to meet a legitimate objective in a fair, balanced and reasonable way', i.e. it can be objectively justified.

Example: a user group of the Parish Hall decides to apply a 'no hats or other headgear' rule at their club. Although this rule would be applied in exactly the same way to all members of the community, it would mean that people that cover their heads as part of their religion would not be able to attend. This would be unlawful unless the group could justify the rule.

[Harassment](#)

This means people cannot treat you in a way that violates your dignity, or creates a hostile, degrading, humiliating or offensive environment.

Example: a man with Down's syndrome is visiting a pub with friends. The bar staff make derogatory and offensive comments about him, which upset and offend him.

[Victimisation](#)

This means people cannot treat you unfairly if you are taking action under the Equality Act (like making a complaint of discrimination), or if you are supporting someone else who is doing so.

Example: an employee makes a complaint of sexual harassment at work and is dismissed as a consequence.

4. Statement of Intent

The Breedon Parish Hall Management 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, sexual orientation or geographical location. The Management 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 statement is to set out clearly and fully the positive action that the Management Committee intends to take to combat direct and indirect discrimination in employment policy, management of the organisation, relationships with other bodies, and the services it provides to the community, community organisations and individuals.

The Management Committee is committed to providing equality of opportunity in all areas of its work. It aims to overcome discrimination on the grounds mentioned above.

The Policy will be implemented ensuring equality of provision in representation, service provision, appointment of staff and their conditions of service and access.

Aims of the Management Committee:

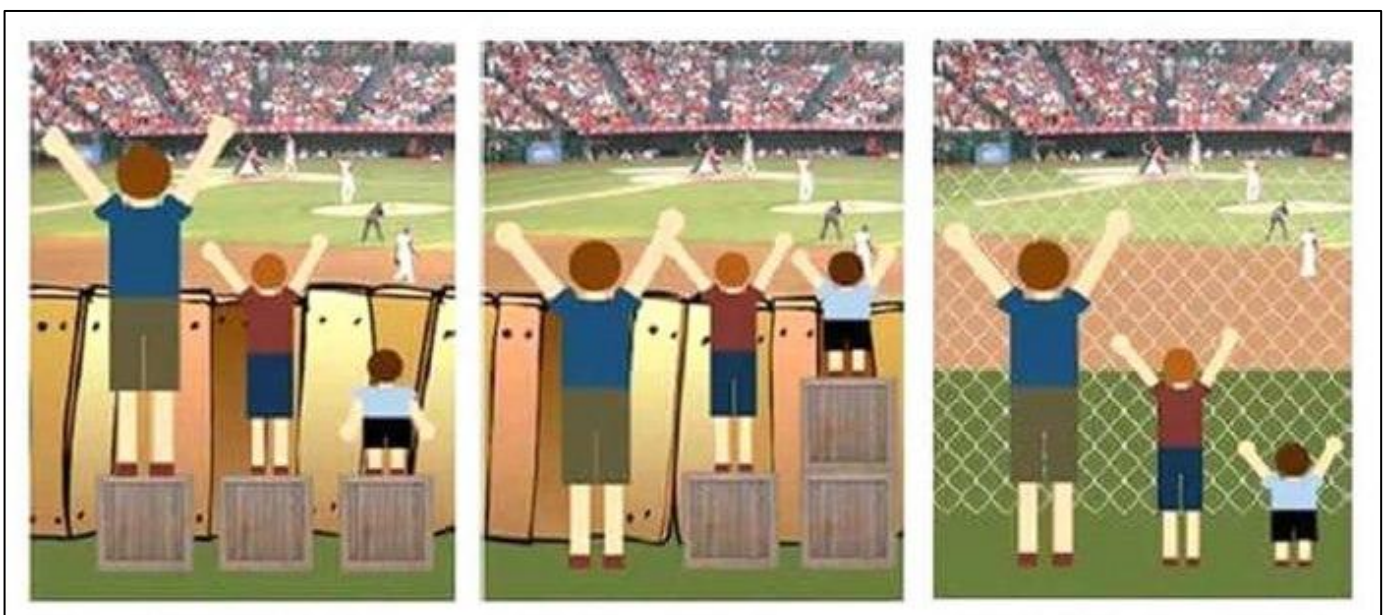
Our aim is to ensure that we become aware of discrimination and the problem it causes.

The Management Committee will challenge practices, legislation and institutions, which seek to discriminate against or deny the rights of individuals or groups in any form.

It will seek to take positive action to address the inequalities in our society.

The Management Committee is committed to the equality policy set out in this document and will work to develop, improve and monitor it.

**True equality means treating everyone differently in order to treat them the same...
or simply removing the barriers?**



5. Policy: Code of Practice & Code of Conduct

5.1 Code of Practice:

The Management Committee acknowledges the definitions of various groups of people that are vulnerable to discrimination as set out in the [Equality Act 2010](#). The committee 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 committee gives the following specific commitments.

The Management 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 e.g. the installation of an induction loop for the hard of hearing
- Ensure that the design of publicity and information take account of the needs of people with disabilities e.g. language used, print size
- Deal with any complaints of discrimination promptly, impartially, thoroughly and confidentially
- Ensure all staff, hirers and committee members 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 (including policies, practices and attitudes which may relate to sexual orientation and gender re-assignment) and encourage users to do the same
- Challenge age discrimination in policies, procedures and attitudes
- Endorse the right of each individual to his or her own religious belief or the absence of a belief
- Encourage people from under-represented groups to attend and participate in the activities of the hall.

Code of Conduct:

- People will be treated with dignity and respect regardless of the group to which they belong
- 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
- 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. The Management Committee will undertake investigations of any complaints quickly, impartially, thoroughly and confidentially.

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Appendix

Resources

Equalities Act 2010	Equalities Legislation
Equalities Act 2010	Guidance
Equalities Act 2010	Your Rights
GOV.UK	Government Equalities Office
ACAS	A wide range of information relating to Equality issues
Equality and Human Rights Commission	Promotes and upholds equality and human rights ideals and laws
Business Disability Forum	Disability inclusion
Disability Rights UK	
Age UK	
CAE	The Centre for Accessible Environments
NRAC	National Register of Access Consultants
The Charity Commission - GOV.UK (www.gov.uk)	Offers a wide range of services and guidance to charities