

: MEMORIAL HALL :
SLYNE WITH HEST

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Charity Number 1086565

Equal Opportunities Policy

The aim of this policy is to communicate the commitment of the Slyne with Hest Memorial Hall Charity (the Charity) and its Trustees, Committee Members and Administrator to the promotion of equality of opportunity.

It is the Charity's policy to provide equality of opportunity to all, irrespective of:

- gender, including gender reassignment
- marital or civil partnership status
- having or not having dependents
- religious belief or political opinion
- race (including colour, nationality, ethnic or national origins)
- disability
- sexual orientation
- age

The Charity is opposed to all forms of unlawful and unfair discrimination. All persons will be treated fairly and will not be discriminated against on any of the above grounds. Decisions will be made objectively, without unlawful discrimination.

The Charity recognises that there is a statutory duty to implement an equal opportunities policy. This policy applies to committee members, applicants for employment, volunteers, residents of the parish and the wider public in applying to hire and use the hall

The Charity is committed to the principles and practice of equality and values the diversity of the local population.

The Charity want its services, facilities and resources to be accessible and useful to every citizen regardless of gender, age, ethnic origin, religious belief, disability, marital status, sexual orientation, or any other individual characteristic which may unfairly affect a person's opportunities in life.

Equality commitments

The Charity is committed to:

- promoting equality of opportunity for all persons
- promoting a good and harmonious environment in which all persons are treated with respect and dignity and in which no form of intimidation or harassment is tolerated
- preventing occurrences of unlawful direct discrimination, indirect discrimination, harassment and victimisation
- fulfilling all its legal obligations under the equality legislation and associated codes of practice
- complying with its own equal opportunities policy and associated policies
- taking lawful affirmative or positive action, where appropriate
- breaches of the equal opportunities policy will be regarded as implementation

The Charity has responsibility for the effective implementation of this policy.

The Charity expects everyone to abide by the policy and help to create the equality environment which is its objective.

In order to implement this policy the Charity shall

- communicate the policy to committee members, employees, residents of the parish and the wider public
- incorporate equal opportunities notices into general communications, advertisements and reports

The policy will be implemented within the framework of the relevant legislation.

Monitoring and review

The Charity will monitor the equal opportunities policy. The effectiveness of the equal opportunities policy will be reviewed regularly and action taken as necessary.

Complaints

Charity members, employees or others who believe that they have suffered any form of discrimination, harassment or victimisation are entitled to raise the matter through the agreed procedures. All complaints of discrimination will be dealt with seriously, promptly and confidentially.

Every effort will be made to ensure that anyone who makes a complaint will not be victimised. Any complaint of victimisation will be dealt with seriously, promptly and confidentially. Victimisation will result in disciplinary action and may warrant dismissal.