



Equality Policy

Policy Statement

Barrasford Village Hall Management Committee recognises that everyone has a contribution to make to our society and a right to equal treatment. We aim to ensure that no job applicant, committee member, volunteer, organisation or individual to whom we provide services, will be discriminated against by us on any unfair or discriminatory grounds whatsoever.

We aim to foster awareness of prejudices in all who work for and with the Village Hall Management Committee, and we aim to encourage the removal of such prejudices.

We also aim to ensure that committee members, volunteers and staff working with individuals and with organisations for which the Barrasford Village Hall Management Committee provides services do not suffer discrimination, and where this occurs, the Barrasford Village Hall Management Committee commits itself to taking positive action against such discrimination.

Barrasford Village Hall Management Committee is committed to:

- ensuring that no member of staff, job applicant, management committee member, volunteer, or service user receives less favourable treatment through direct or indirect indiscriminate, discrimination by association or perception, harassment, victimisation or bullying on the grounds of their age, disability, gender re-assignment, marriage or civil partnership, pregnancy or maternity, race, religion or beliefs, sex, sexual orientation, family background or place of birth.
- addressing positively opportunities for full participation within the organisation
- adopting an effective system to monitor its practice with regard to ensuring equality.
- promoting good practice with regard to equality for organisations and individuals involved in the work of the Barrasford Village Hall Management Committee

In particular the Barrasford Village Hall Management Committee will:

- work to ensure that all its services are provided in a way which promotes awareness of the rights and needs of people from minority and disadvantaged groups and enables all people to have access to those services
- work to ensure that all Barrasford Village Hall Management Committee terms and conditions of employment and volunteering agreements reflect a range of needs and interests which encompass people who may otherwise be disadvantaged.

Recruitment and promotion practices

The policy of the Barrasford Village Hall Management Committee is to ensure that no person receives less favourable consideration than others in the selection and appointment of staff or in the recruitment of volunteers. Accordingly, it will ensure that:

- the election of Management Committee members will be open and conducted without prejudice, favour or discrimination.
- job application forms are continually reviewed to ensure structure and content are not open to discrimination

- personnel specifications for staff/volunteer roles will recognise the importance only of relevant experience or qualifications
- acceptance of the Management Committee's Equality Policy is a condition of employment.

Service Provision

The Barrasford Village Hall Management Committee will take positive action to ensure equality of treatment and especially equality of access to its services and facilities by:

- consulting with groups and individuals to identify how the Management Committee's services may be improved to meet their needs
- ensuring that all individuals who represent the Management Committee are aware of, understand and operate this Equality Policy.

Employer's Responsibilities

The Barrasford Village Hall Management Committee:

- is responsible for the implementation and monitoring of this Equality Policy and also in ensuring that it complies with current legislation.
- will ensure that all individuals within the Village Hall organisation, whether paid or unpaid, clearly understand and practise the principles contained in this Policy
- will not victimise anyone who has provided information about discrimination

It shall be the responsibility of Michelle Nixon to keep the Committee fully up to date with developments or difficulties relating to the implementation of this Policy.

Employee's / Users' Responsibilities

All employees of Barrasford Village Hall Management Committee and users of its services:

- will be required to co-operate with measures introduced by the Committee to ensure and promote equality of treatment
- will neither practice any form of discrimination nor use discriminatory language
- will draw to the attention of the Committee any suspected acts of discrimination
- will not victimise anyone who has provided information about discrimination.

Suppliers of Goods and Services

Decisions on the supply of goods and services to/for the Charity will be made purely on economic, specification, performance, and timescale considerations and contracts for goods and services will not impose prejudicial or discriminatory conditions on suppliers.

Review

This Equality Policy will be reviewed by the Barrasford Village Hall Management Committee annually.

Policy reviewed on the 12th of Apr 23 by Michelle Nixon

Signed.....

Review April 24