**Weedon Village Hall Management Committee**

**Registered charity No. 304445**

**Equal Opportunities Policy**

This Equal Opportunities Policy is not only about ensuring that we meet our legal obligations, but also about making clear our commitment to equality of opportunity and about reinforcing our ethos in respect of encouraging fairness and equality of treatment for all. WVHMC Committee supports equality of opportunity in respect of employee provision and employment practices.

WVHMC deplores all forms of unlawful or unfair discrimination and seeks to provide an environment free from discrimination against, staff and others on the grounds of age, gender, marital status, colour, ethnic origin, nationality, religion, disability, or sexual orientation.

WVHMC requires that its procedures and practices are consistent with these policies. These will include in particular: employee selection, appointment, induction, assessment, discipline, promotion, development, and training.

WVHMC hold common values about respect for others and about respecting the differences between people. These common values underpin and inform our Equal Opportunities Policy.

WVHMC is committed to fairness in its practices and in meeting the needs of our employees. Where appropriate and within our means, WVHMC will take positive action to meet these commitments.

**Responsibilities**

* WVHMC is responsible for the overall implementation of this policy.
* WVHMC is responsible for advising all Committee members and Trustees on equal opportunities matters, for monitoring the implementation of this policy and for making recommendations based on this monitoring
* WVHMC requires that their Committee Members, Trustees, volunteers, and employees to ensure that their conduct conforms with this policy and with any practice or procedure developed to implement this policy whilst in employment.

**Expectations**

* Valuing the different expertise of all staff and recognising their contribution to our mission and goals
* Promoting a positive climate of respect and co-operation between all groups of employees, with open and tolerant discussion of important issues
* Seeking diversity of knowledge, background, and experience in recruiting our staff, members and volunteers and equality of opportunity in our processes
* Providing our employees, volunteers and Committee are all involved with the Charity with reasonable workloads, well-defined responsibilities, achievable aims and a safe environment
* Offering development opportunities to staff in line with our strategic plan, with emphasis on practice, teamwork, and continuous improvement
* Developing our committee members so that they are effective in coaching, motivating, and supporting our staff, and volunteers.
* Encouraging individuals’ initiative, flexibility, creativity, and innovation
* Helping each other to be open to new ideas, to learn, to share good practice, and to

succeed.

**Achieving high quality in all our activities by:-**

* Seeking fitness for purpose in all areas of activity, with support, research, and external collaboration
* Empowering those who deliver training and support activities to make judgements about standards and quality and to take appropriate action
* Listening carefully to our employees, volunteers, hirers and users and customers when establishing and fulfilling their requirements
* Evaluating our activities effectively using reasonable, achievable targets, which are reviewed fairly and openly
* Using peer judgement as the most effective way of assuring standards and enhancing the quality of provision
* Responding to feedback considering our vision, values, and guidelines.
* Achieving consistency of policy, documentation, and monitoring across internal and collaborative provision
* Regular assessment of policies
* The assessment will be carried out as part of routine activities, in accordance with a planned schedule, and will be considered at least once per year by the Committee, which may produce a report for consideration in conjunction with other Policies.
* WBVHMC Aug 2025
* Review Date:- Aug 2026