

**WOODHOUSE COMMUNITY  
HALL TRUST**



## **Equality Statement March 2026**

Woodhouse Community Hall Trust (WCHT) Committee is committed to providing a facility that is open to all. Everyone is welcome, has a contribution to make and a right to equal opportunity and treatment.

The WCHT Committee acknowledges that the United Kingdom is diverse. WCHT 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 and sexual orientation.

WCHT recognises that members of these groups are often under-represented, exposed to prejudice and stereotyping, and may suffer various disadvantages within our society.

This statement sets out the action that the WCHT Committee will take to combat direct and indirect discrimination in employment policy, management of the charity, relationships with other bodies, and the services it provides to the community, community organisations and individuals.

The Committee commits to provide equality of opportunity in all its activities and aims to overcome discrimination on the grounds mentioned above. The Committee will take action to make hirers, staff and users aware of this statement, the code of practice and encourage them to adhere to it.

### **The Aims of the Committee**

Our aims are to:

- challenge practices which seek to discriminate against or deny the rights of individuals or groups
- where appropriate take positive action to address inequalities
- implement this policy and code of practice and review it regularly.

### **The Equal Opportunities Policy and Code of Practice**

The WCHT Committee acknowledges the definitions of various groups of people who are vulnerable to discrimination in respect of their 'protected characteristics' as defined 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.

To ensure the implementation of our statement of intent the Committee will:

- Where reasonably practical remove 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 and encourage them to let us know what specific facilities would assist them.
- Ensure that the design of publicity and information takes 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. The trustee with responsibility for this statement will oversee the use of the WCHT Complaints procedure.
- Ensure all staff, hirers and committee members are aware of hall's policy on equality by displaying the policy on the website and that it is referenced on the hire agreement document.
- Ensure that the equal opportunities policy is reviewed biennially or more frequently if there are changes in legislation and/or guidance.
- 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 everyone to his or her own religious belief or the absence of a belief.
- Encourage people from underrepresented groups to attend and participate in the activities of the hall. e.g. young and elderly residents.

### **The Code of Conduct**

1. People will be treated with dignity and respect regardless of the group to which they belong.
2. 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.
3. No one will be harassed, abused or intimidated on the grounds that they belong to a vulnerable group.

Incidents of non-compliance of this code will be taken seriously and the committee will investigate any complaints quickly, impartially, thoroughly and confidentially.

This Equal opportunities Policy will be reviewed by the WCHT management committee bi-annually or more frequently if there are changes to legislation and/or guidance.

A handwritten signature in black ink, appearing to be 'Raeley', written over a faint horizontal line.

Signed

**Woodhouse Community Hall Trust Chairperson**

Date Created: June 2025

Approved: March 2026

Next review due: March 2028