

WOODHOUSE COMMUNITY HALL TRUST



Equality Statement January 2024

The Equal Opportunities Policy Statement of Intent Woodhouse Community Hall Trust (WCHT) Committee, in line with its governance, recognises the importance in the provision of the hall to all sectors of the community as a place where 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 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.

Furthermore, we acknowledge 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 WCHT 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 Committee is dedicated to providing equality of opportunity in all areas of its work and aims to overcome discrimination on the grounds mentioned above. The committee will ensure that the existence of this statement is brought to the attention of all volunteers, workers, hirers and regular user groups of the Village Hall who have a duty to ensure that as part of their involvement with the hall they too ensure the policy works in practice. We are committed to providing a facility that is open to all.

The Aims of the Committee

Our aim is to ensure that we are all aware of discrimination and the problems it may cause. WCHT will therefore:

- challenge practices, legislation and institutions, which seek to discriminate against or deny the rights of individuals or groups in any form.
- will seek to take positive action to address the inequalities in our society.

- be fully committed to the equal opportunities policy set out in this document and will work to develop, improve and monitor it.

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 gives the following specific commitments and 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 and encourage such people to let us know what specific facilities may be of assistance to 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 through the Halls Complaints procedure and will be overseen by the Trustee with responsibility for this statement.
- Ensure all staff, hirers and committee members are aware of hall's policy on equality by displaying the policy in the hall, on the website and referenced on the hire agreement document.
- 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 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. Our young 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 harassment will be taken seriously and the committee will undertake investigations of any complaints quickly, impartially, thoroughly and confidentially.

This Equal opportunities Policy will be reviewed by the WCHT management committee annually.

A handwritten signature in black ink, appearing to read 'R. O. O.', is written over a faint, illegible printed name.

Signed

Woodhouse Community Hall Trust Chairperson

Date: January 2024

Approved: March 2024

Review due: March 2025