



Clenchwarton Memorial Hall (CMH) Equal Opportunities Statement of Intent and policy

Clenchwarton Memorial Hall Management Committee (CMH MC) acknowledges the UK to be 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 or geographical background or location as set out in the Equalities Act of 2010. CMH MC acknowledges that members of these groups are often underrepresented, exposed to prejudice and stereotyping and frequently suffer disadvantages within society.

The purpose of this statement is to clearly set out CMH MC's commitment to positive action to combat direct and indirect discrimination in employment, management of the organisation, relationships with other bodies and services it provides to the wider community and individuals.

CMH MC is committed to providing equal opportunities in all areas of its work. It aims to overcome discrimination on any grounds mentioned above. The Equal Opportunities Policy will be implemented ensuring equality of provision in representation, service provision, appointment of staff and conditions of service and access.

Aims

Our aim is to ensure awareness of discrimination and the problems it causes. CMH MC will challenge any individual, practice, policy or institution that seeks to discriminate against or deny the rights of individuals or groups in any way. CMH MC will seek to take positive action to address the inequalities existing in society. CMH MC is committed to the Equal Opportunities set out in this document and will seek to improve, develop and monitor them.

Equal Opportunities Policy and Code of Practice

CMH MC acknowledges the definition of various groups of people that are vulnerable to discrimination as set out in the Equality Act 2010. The committee will strive to fully support and implement this legislation.

CMH MC gives the following commitments to:

Ensure where reasonably possible and practicable that accessibility to the Memorial Hall is provided.

To provide facilities for people with disabilities to enable them to participate in activities.

To deal with any complaints of discrimination promptly, impartial, thorough and confidentially.

To ensure all staff, hirers and committee members are aware of the Hall's policy on equality.

To review the policy yearly or more frequent should the need arise.

To encourage everyone to call out and report any form of abuse, racism or sexist behaviour.

To endorse any individual's right to religious beliefs or none.

To encourage each and every one to participate in the activities of the Memorial Hall.

CMH Code of Conduct

1 Everybody will be treated with dignity and respect.

2 Individual's feelings and views will be valued and respected. Offensive language or 'humour' will not be tolerated, i.e. racist jokes or derogatory terminology.

3 No one will be harassed, abused or intimidated. Any such incident will be taken seriously and the committee will undertake investigations quickly, impartially, thoroughly and in strictest confidence.

Clenchwarton Memorial Hall Management Committee

Adopted: March 2026 Review date: March 2027