

# KEELBY VILLAGE HALL



A Grade II listed historic building

King Street  
Keelby  
Grimsby  
Lincolnshire  
DN41 8EE

## **Keelby Village Hall Equal Opportunities Policy**

Keelby Village Hall 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 or geographical location.

The Committee acknowledges that members of these groups are often under-represented, exposed to prejudice and stereotyping and can suffer various disadvantages within society.

This Policy sets out clearly and fully the positive action that Keelby Village Hall 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.

Keelby Village Hall Committee is committed to providing equality of opportunity in all areas of its work. It aims to overcome discrimination on the grounds mentioned above. The Committee recognises that positive steps need to be taken to ensure equality of provision in areas of representation, service provision, membership and access and will take action to make this policy effective.

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

Our aim is to ensure that we become aware of discrimination and the problems it causes.

Keelby Village Hall Committee will challenge practices, legislation and institutions that seek to discriminate against or deny the rights of individuals or groups in any form.

Keelby Village Hall Committee will seek to take positive action to address the inequalities in our society.

Keelby Village Hall Committee is committed to the equal opportunities policy set out in this document and will work to develop, improve and monitor it.

### **Version Control:**

The Committee adopted this document on Tuesday, 13<sup>th</sup> June 2023, with the next formal review being due in May 2024.

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

## **Legislation**

The Committee acknowledges the definitions of various groups of people who are vulnerable to discrimination as set out in the relevant legislation. 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.

The Committee gives the following specific commitments:

## **Disabilities**

The Committee recognises that the legislation applies to persons who are not apparently disabled or ill.

## **Age**

The Village Hall Committee believes that people of all ages have skills, experiences and ideas, which are equally valid, and that they have valid needs, expectations and aspirations.

## **Ethnic Minorities**

The Committee will be alert to any implications of its services and actions for potential unlawful discrimination. The Committee will challenge racism in any form and will encourage its users to do the same.

## **Gender and Sexual Orientation**

Sexist policies, practices and attitudes (including policies, practices and attitudes which may relate to sexual orientation and gender re-assignment) will be challenged, and users will be encouraged to do the same.

## **Religion and Belief**

The Committee endorses the right of each individual to his or her own religious beliefs, or the absence of a belief.

## **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, such as racist jokes or derogatory terminology.
3. No one will be harassed, abused or intimidated on the ground that they belong to a vulnerable group. Incidents of harassment will be taken seriously and the Village Hall Committee will undertake investigations of any complaints quickly, impartially and thoroughly.

## **Audit and Review**

The Committee will review this policy annually as an agenda item to discuss whether any Equal Opportunities issues have arisen over the previous year and to consider whether any addendum to this policy is required.